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FIRE COMMISSION
City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415. 558.3413
Tania Bauer, *Secretary*

No. 00-03

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – February 10, 2000 – 6:00 p.m.
698 Second Street, Room 102

DOCUMENTS DEPT.

FEB 2 2 2000

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PUBLIC LIBRARY

Item No.

1. **ON ROLL CALL,** the following were noted present:

   Acting President Hadley Roff
   Commissioner Stephen A. Nakajo
   Commissioner Russell S. Roeca
   Commissioner Ted N. Soulis

   President Rosemarie Fernandez-Pifer resigned effective February 4, 2000.

Acting President Roff acknowledged the resignation of President Rosemarie Fernandez-Pifer and noted that she was a valued member of the Commission. President Fernandez-Pifer's background in law, especially civil rights and personnel issues, provided her with intelligent insight into the many issues faced by the Commission during her tenure. Acting President Roff reiterated that she will be truly missed and that it had been a privilege to serve with her.

Robert L. Demmons	Chief of Department
Harold E. Gamble	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration (Acting)

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Support Services

Chief Officers – Staff:

Marshal Isaacs, M.D.	Emergency Medical Services

Chief Officers – Firefighting Services:

Paul J.Tabacco	Division 1
Frank Cercos	Division 2
Arthur W. Kenney	Division 3

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2. APPROVAL OF THE MINUTES

Regular Meeting of January 27, 2000.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "E" with the exception of "F" and "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. At the request of Firefighter John Darmanin, Acting President Roff directed that "Items "F" and "G" be removed from the Consent Calendar.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during January 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during November and December, 1999.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries from December 25, 1999 through January 7, 2000, and January 8 through January 21, 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *JANUARY 22, 2000:*

2532 Paramedic

Sean Parkin
James Green
Michael Day
Andrew Logan
Nathan Shapiro
Joel Newton
Kirt Thomason

(The above seven 2532 Paramedics are appointed vice 2532 Permanent Exempt position)

Reinstatement

Reporting the reinstatement of Jean Duncan from Permanent H1 Fire Rescue Paramedic position to Permanent 2532 Paramedic position, effective January 23, 2000.

Temporary Appointments

Reporting having made 339 temporary appointments December 25, 1999 through January 7, 2000, and 274 temporary appointments January 8 through January 21, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
White, Patrick W.	0150 Deputy Chief, Adm.	Service	Jan. 06, 2000
Koenig, William G.	H20 Lieutenant	Service	Jan. 10, 2000

Dobshinsky, John I.	H2	Firefighter	Service	Jan. 16, 2000
Matza, Brian R.	H2	Firefighter	Ind. Dis	Jul. 01, 1997

(Retirement Certificates will be presented at Fire Commission meeting of March 23, 2000)

D. Military Leaves

Submitting for approval applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	Rank	Dates	Days	Military Organization	Purpose
Meneses, Ferdinand	H2	01-25-00	2	US Army Res.	Attend Active
Sgt. E-5	FF	01-26-00		Oakland, CA	Duty Training
Reed, Robert	H2	01-29-00	2	US Coast Guard Res.	Attend Active
ST1	FF	01-30-00		Sausalito, CA	Duty Training
		02-19-00	2	US Coast Guard Res.	Attend Active
		02-20-00		Sausalito, CA	Duty Training
		03-11-00	2	US Coast Guard Res.	Attend Active
		03-12-00		Sausalito, CA	Duty Training
Simon, Ramon	H2	02-05-00	2	US Air Force Res.	Attend Active
Sgt.	FF	02-06-00		Oakland, CA	Duty Training

E. Resignation

Submitting resignation of Probationary H3 Firefighter/Paramedic Michael Ahern, effective close of business January 17, 2000. (Resigned with satisfactory services. Started work 01-10-00.)

F. Accidents (Removed from Consent Calendar)

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Medic 41	99-0-131	12-24-99	726	A	File

Drv: FR Paramedic Debra Tania

Cause: Misjudged clearance – Medic 41, while transporting patient to emergency facility, struck glass overhang of public toilet; Medic 41 was travelling on the sidewalk due to confined conditions

Truck 13	99-0-132	12-25-99	621	A	File

Off: Lt. Zachary Pumphrey; Drv: FF Maurice Castain; Tlr: FF David Hawkins

Cause: Misjudged clearance – While backing into quarters, Trk 13 struck building and apparatus door; guides were posted

Truck 19	99-0-133	12-26-99	605	B	File

Off: T/Capt. Mark Johnson; Drv: FF Howard Williams; Tlr: FF Eric Montalvo

Cause: While backing into quarters, the tiller cab of Trk 19's relief aerial struck the ceiling above the apparatus floor .

EMS RC 4 99-0-134 12-26-99 919 A File
Off: Paramedic Capt. Brett Powell

Cause: EMS RC 4, while pulling out of Station 19, struck the cement guard in front of the station

Rescue 2 99-0-135 12-31-99 881 A File
Off: Lt. Steven Bokura; Drv: FF Walter Villavicencio

Cause: While returning to station, the open rear compartment door of Rescue 2 struck the center divide

Truck 12 99-0-136 01-03-00 610 A File
Off: Lt. Richard Ames; Drv: FF Russell Lease; Tlr: FF Michael Fitzgerald

Cause: Misjudgded clearance – Trk 12, while backing out of Station 40 after refueling, struck a parked vehicle; guides were posted, but driver did not hear warning from both the guides and the tiller

Engine 42 99-0-137 01-05-00 588 A File
Off: T/Lt. Patrick Skain; Drv: FF Robert Blackburn

Cause: Misjudged clearance - Eng 42, while making right turn into a narrow street, struck a parked vehicle

Engine 10/SS-1 99-0-138 01-06-00 531/890 A File
Off: Capt. Henry Larkin; Drv: FF Fred Meyer/FF Frank Flores

Cause: Misjudged clearance – While backing into quarters, Svc Squad 1 struck Eng 10; guides were posted

Medic 7 99-0-139 01-08-00 734 B Bill
Drv: FF/PM William Lafferty

Cause: While Medic 7 was parked, a passing truck struck Medic 7's left side view mirror breaking it.

Engine 9 99-0-140 01-09-00 590 A File
Off: T/Lt. Frank Wong; Drv: FF Nakiah Kashima

Cause: Misjudged clearance – Eng 9, while backing up in a narrow street, dented a parked vehicle

Engine 1 99-0-141 01-09-00 513 C File
Off: T/Lt. William Storti; Drv: FF Eric Botelho

Cause: Misjudged clearance – Eng 1, attempting to change lanes, lightly struck a civilian vehicle

Medic 8 99-0-142 01-11-00 724 B File
Drv: Temp FF/PM Patrick Sabia

Cause: While Medic 8 was responding and crossing intersection, a pedestrian ran against the red light and grazed Medic 8's mirror

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

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75 SFPL 06/06/03 44

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G. Unlitigated Claims (Removed from Consent Calendar)

Submitting report from City Attorney's Office on unlitigated claims for December 1999:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*	*Date of Accident*
Brent LeBoa	$1,396.07/$1,396.07	99-0-028 (A) Trk 5	08-03-99
Erin Osborne	1,158.08/ 892.23	property damage	06-20-99
Virginia Mehegan	1,204.94/ 1,204.94	property damage	09-19-99

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "E," with the exception of Items "F" and "G," on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR (Items Removed)

F. Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	*Date*	*Serial No.*	*Category*	*Recommendation*
Medic 41	99-0-131	12-24-99	726	A	File

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Erin Osborne	1,158.08/ 892.23	property damage	06-20-99
Virginia Mehegan	1,204.94/ 1,204.94	property damage	09-19-99

John Darmanin wished to comment on Item "F," which dealt with Fire Department equipment involved in accidents. He wondered if there were any plans to increase remedial driver training. Mr. Darmanin noted that accidents seemed to be on the increase and, quite often, even very good drivers were involved. He believed that often it was recorded as their fault, and this could hurt their careers.

Mr. Darmanin alluded to a related issue, namely, claims resulting from these accidents. Commissioner Soulis added that it is more congested in the city now and much more difficult to navigate equipment through the crowded streets. Mr. Darmanin suggested that perhaps shorter wheel base fire trucks could be used by certain stations, such as, Stations 32 and 20. In addition, he believed it would help to carry less equipment since the Fire Department usually responds with more than one piece of equipment.

Chief Demmons asked Firefighter Darmanin if he wished to serve on the Accident Review Committee. Firefighter Darmanin responded in the affirmative, and the Chief stated that it had been noted.

Commissioner Roeca moved, seconded by Commissioner Soulis, that Items "F" and "G" be approved. There were no further questions or discussion and the motion was unanimously approved.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance, emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for January 2000.

Commissioner Soulis moved and Commissioner Nakajo seconded.

Firefighter Darmanin requested to be placed on the mailing list to receive the Chief of Department's monthly report prior to the Commission meeting. He wished to know if the report provided an inventory and status of personal safety equipment. The Secretary responded that

the report did not provide this, only the status and availability of apparatus, such as, trucks, engines, pumpers.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Formal Complaint (Continued from Meeting of 01-27-00)

Submitted formal complaint dated November 2, 1999, against Firefighter Renald Bacigalupi for violation of a prior Settlement Agreement with the Fire Commission which provided that a tested blood alcohol level of 0.04% or higher would constitute cause for termination.

Acting President Roff directed the Secretary to comply with Section 4006 of the Rules and Regulations and inform Firefighter Bacigalupi that the hearing is scheduled for April 13, 2000, at 4:00 p.m.

Commissioner Nakajo moved, seconded by Commissioner Soulis, that Commissioner Roeca be appointed as the hearing officer for Firefighter Bacigalupi's hearing.

Firefighter Darmanin wished to know if the appointment of Commissioner Roeca as a hearing officer was a new procedure. John Cooper, Deputy City Attorney, responded that it was a process used by many Commissions and had been previously used by the Fire Commission. One Commissioner takes the evidence, but all Commissioners are responsible for reviewing the full transcript and reaching a decision. Acting President Roff added that it is difficult to schedule and expedite hearings, especially with only four Commissioners, and by having a specially appointed hearing officer, the cases may come before the Commission in a more timely fashion.

D. Fiscal Year 2000-01 Basic Budget and Capital Improvements Request

At the request of Acting President Roff this item was moved to the Meeting of February 24, 2000.

E. Report of Death

Reported, with regret, the death of Firefighter Renato Bermudez. Firefighter Bermudez died in a plane crash on January 31, 2000.

Acting President Roff stated that the Commission's sympathy goes to Firefighter Bermudez' family and he asked that a letter be sent to the family expressing the Commission's condolences.

Death of Mr. Booker T. Demmons, Sr.

Acting President Roff commented that the Commission had learned, with regret, of the death of Booker T. Demmons, Sr., the father of Chief Robert Demmons, on Monday, January 31, 2000. He expressed the condolences of the Commission to Chief Demmons for the loss of his father. Acting President Roff directed that today's meeting be adjourned out of respect to Firefighter Bermudez and Mr. Demmons.

F. Communication Received by Commission

One communication was received by the Commission from January 21 through February 3, 2000.

G. Public Comment

John Darmanin, Firefighter, wished to know if the Fire Department had a cleaning contract with an outside agency to clean turnouts. Commissioner Soulis responded in the affirmative.

Harold Gamble, Deputy Chief, Operations, was unaware of such a contract and asked Dorothy Teupel, Clothing Depot Manager, to respond. Ms. Teupel stated that a contract exists, which allows for cleaning, decontamination and repair of turnouts. She noted that she had never received a request from John Darmanin for cleaning or decontamination of his PPE. Commissioner Soulis asked whether there was a standard procedure that addressed this issue. Chief Demmons responded that the normal procedure was to notify the immediate supervisor and then the Clothing Depot Manager would be notified through the normal chain of command.

Mr. Darmanin stated that he had followed the chain of command and, also, reported the matter to the union but it seemed that no one was aware of this contract. He suggested that a general order be released on the subject. In the meantime, Mr. Darmanin took the initiative and had his turnouts cleaned and now wished to be reimbursed by the department.

Frank Cercos, Assistant Chief, stated that the Rules and Regulations have a clearly defined reporting method and request procedure for submitting expenses. Assistant Chief Cercos noted that these procedures were not followed, and that it is unfair to imply that those in positions of responsibility were unaware of these matters or that their judgement was clouded, when the opposite may be true. Assistant Chief Cercos wished to assure the Commission that an established and defined method of reporting has been in place for many years but it was not used in this case correctly. He added that a General Order is being prepared that will more clearly define this procedure and that it will be released shortly.

Mr. Darmanin stated he had read the Rules, submitted all reports, even asked for clarification, and believes that he had complied with everything as he understood it.

H. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:30 p.m., out of respect to the memory of Firefighter Renato Bermudez and Mr. Booker T. Demmons, Sr.

Tania Bauer
Secretary

RICHARD P. STOVROFF
50 CALIFORNIA STREET • SUITE 3125
SAN FRANCISCO, CALIFORNIA 94111
(415) 362-1964 • FAX (415) 362-3284

January 27, 2000

Robert Demmons
Chief of Fire Department
698 Second Street
San Francisco, 94107

Dear Chief Demmons:

On December 28, 1999, I was leaving a neighbor's house and missed the bottom step, starting to fall. At 2650 Divisadero the hill is steep and it was impossible for me to regain my balance. I ended up in the middle of the street somewhat stunned, torn and bloody.

A call to 911 brought Medic 10 from Presidio and Pine, manned by Rob and Scott. They demonstrated great concern and competency for which I was most thankful.

You have a right to feel very proud of both Scott and Rob and I congratulate you on having such competent associates. Please pass my thanks and appreciation to them.

Very sincerely,

Richard P. Stovroff

RPS:ps

James E. Morrell
308 Elizabeth Street
San Francisco, CA 94114

January 24, 2000

Mr. Robert Demmons
Chief of Fire Department
San Francisco Fire Department Headquarters
698 2nd Street, Suite 310
San Francisco, CA 94107

Dear Mr. Demmons:

I would like to bring to your attention the exemplary rescue service provided to my friend, Roy Quinata, by two of your medical emergency personnel, Messrs. Norm Caba and Darren Bortmas. Their prompt, professional medical assistance rescued Roy from a life-threatening situation.

On the evening of December 23rd while Roy and I were walking down Kearny St, Roy suddenly started coughing up a serious amount of blood. (It was later determined he had lost several pints of arterial blood from a lung problem.) Less than five minutes after I called up 911, Mr. Caba and Mr. Bortmas were administering first aid to Roy in their ambulance, and in less than 25 minutes had delivered him to San Francisco General Hospital. At all times, they were calm, friendly, but thoroughly professional in their competent handling of a very serious medical situation.

We think you should be proud of these two members of your medical team. If you need anything further from us on this, please let us know. My direct day time telephone number is 415-782-1311.

Sincerely,

Jim Morrell

cc: Mr. Norm Caba
Mr. Darren Bortmas
Mr. Roy Quinata

151 Edgewood Avenue
San Francisco, CA 94117-3712

January 18, 2000

Hon. Robert Demmons
Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

Shortly after midnight on December 9 of last year, I suffered a spell of extreme coughing and shortness of breath - which I mistakenly believed was a "natural" result of pneumonia (my previous diagnosis).

Fortunately my wife was awake and she had the presence of mind to call "911".

Within a few minutes of her call a Paramedic team from Engine 22 was in my bedroom, administering oxygen, and tending to me with an efficiency that I had before then only witnessed on the TV series, such as "ER".

The team was considerate, knowledgeable and considerate to me, and gave support and encouragement to my wife.

As it turned out, they transported me to the UCSF Emergency room, where in the wee hours of the morning, the staff performed an Angioplasty before installing me in the Cardiac Intensive Care Unit. No matter my self-diagnosis, your folks knew the score: They were aware I was having a heart attack.

I am home now and my recovery is proceeding nicely; in large part this was made possible by the prompt and efficient services of the S.F.F.D.

I would appreciate your conveying my hearty thanks and good wishes to these men and women. I would have exchanged handshakes at UC, but I was feeling under the weather at the time.

Sincerely yours,

Alvin I. Kaplan

Robert L. Demmons, Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

January 11, 2000

Dear Chief Demmons,

Over the past few years my husband has encountered serious health problems which have required the assistance of the fire department and paramedics. The last few times were within the past 6 months and were the most serious. We are taking this opportunity to thank all the members of the San Francisco Fire Department and Paramedics for their prompt response, professionalism, courtesy, excellent training and ability to deal with all situations such as ours.

In checking, we learned that individual members can not accept gifts but that we could make a donation to the SFFD Toy Program.

On behalf of the outstanding members of Engine 16 and the Paramedic Unit 10, and any other Medic Unit which responded to our calls for assistance, we are donating $1000.00 to the SFFD Toy Program.

Please extend our sincere gratitude and thanks to these wonderful and dedicated people on our behalf as we are not able to do so in person at this time.

Sincerely,

Mr & Mrs B. Bisio

Mr.& Mrs. Bertram Bisio & family
3220 Baker Street
San Francisco,CA 94123

TERENCE HALLINAN
DISTRICT ATTORNEY
CITY AND COUNTY
OF SAN FRANCISCO

EDWINA YOUNG
DIRECTOR
FAMILY SUPPORT BUREAU

DISTRICT ATTORNEY FAMILY SUPPORT BUREAU

617 Mission Street, San Francisco, CA 94105-3503 Tel. (415) 356-2700

January 28, 2000

San Francisco Fire Dept
Chief Robert Demmons
698 Second Street, Room 218
San Francisco, CA 94107

Dear Chief Demmons:

Please extend our thanks and appreciation to the "Alley Cats", Bruce, Gary, and Roger for their participation during our Annual Christmas Gift Giving Program on Friday, December 17, 1999.

Once again, their enthusiastic involvement was enjoyed by all — especially Santa and his Elves.

Thank you again,

Kathryn L. Moran
DA Investigator

Kenneth A. Jones
Chief DA Investigator
Family Support Bureau

February, 2000

Mr. Robert Demmons, Fire Chief
San Francisco, Ca.

Dear Sir:

As we respectfully observe and celebrate the Lunar New Year of the Dragon and African American History Month, we are reminded, once again, of the many great role models that we have among Asian Americans, African Americans, and all cultures. YOU are one of those.

We would like to take this opportunity to express our deepest appreciation to you for the service you provide to humanity. The positive effect that you have upon us makes us very proud, indeed, to be Americans.

Sincerely,
The Students and teacher of
Dr. Margie Baker's 6th grade
Class
Marina Middle School

Edwin Hosford
Noelani Blas
Jenita Towns
Edward Cheung
Jun Quan Huang
Sharice Francis
Christina [illegible] (Chen)
Tommy Wong
Terrence Lee
Daniel Christina Alonzo
Celeste Estrada
Anna Liu
Alex Heeren
Peggy Yau
Evelyn Amezcua
Charles Urrutia
Li Shu Peng
Samuel Guzarte
Vivian Liang
Michele Ho
Diana Louie
Lisa F. Alexander
Watson Attai
Matthew Jang
George Chang
Robyn Foster
David Jang
Jim Kwong
Dr. Margie Baker, Teacher

SF
50
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FIRE COMMISSION
City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*
2/24/00

698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415. 558.3413
Tania Bauer, *Secretary*

No. 00-04

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – February 24, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

DOCUMENTS DEPT.
MAR - 6 2000
SAN FRANCISCO
PUBLIC LIBRARY

Acting President Hadley Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons	Chief of Department
Harold E. Gamble	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration (Acting)

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Gary P. Massetani	Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	Emergency Medical Services
Marshal Isaacs, M.D.	Emergency Medical Services

Chief Officers – Firefighting Services:

James M. Tracey	Division 1 (Acting)
James R. Cavellini	Division 2
James C. Ferry	Division 3 (Acting)

2. APPROVAL OF THE MINUTES

Regular Meeting of February 10, 2000.

Firefighter John Darmanin wished the minutes to be corrected to reflect an invitation by Robert L. Demmons, Chief of Department, to serve not only on the Accident Review Committee but also on the Uniform Committee.

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and the minutes were approved as corrected.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during January 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during January 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries from January 22 through February 4, 2000.

B. Appointments

Reporting the following PERMANENT appointments effective FEBRUARY 6, 2000:

H3 Firefighter/Paramedic

Robert M. Ahern
Nancy A. Allen
Andrew J. Birkhoff
Norman J. Caba
Timothy D. Fewell
Scott A. Keller
William J. Lafferty
Alan Reynaud
Pablo S. Siguenza

Temporary Appointments

Reporting having made 301 temporary appointments January 22 through February 4, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Fortunato, James P.	H2 Firefighter	Ind. Dis.	Oct. 01, 1996
Smith, Hugh B.	H2 Firefighter	Ind. Dis.	Jan. 01, 2000

(Retirement Certificates will be presented at a Fire Commission meeting at a later date)

D. Military Leave

Submitting for approval applications from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	Rank	*Dates*	*Days*	*Military Organization*	*Purpose*
Meneses, Ferdinand	H2	02-05-00	2	US Army Res.	Attend Active
Sgt. E-5	FF	02-06-00		Oakland, CA	Duty Training

E. Resignation

Submitting resignation of 0114 Commissioner Rosemarie Fernandez-Pifer, effective close of business February 4, 2000.

F. Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
BFP	99-0-143	12-18-99	109	C	File

Drv: Insp Priscilla Gates

Cause: BFP vehicle was parked and driver was exiting; a Muni bus, which had stopped in traffic, moved forward and struck the open door of department vehicle

ResAmb 6	99-0-144	01-02-00	715	A	File

Drv: FF Renee Nicholson

Cause: Misjudged clearance – ResAmb 6, while backing into quarters, struck apparatus door which had not opened fully; guides were not posted

Truck 8	99-0-145	01-13-00	608	A	File

Off: Capt. Worthy Brooks; Drv: FF John Logue; Tlr: FF Steven Hill

Cause: Misjudged clearance – Trk 8, while responding to an incident, lightly struck a civilian vehicle which had pulled to the right

Engine 10	99-0-146	01-13-00	531	A	File

Off: Lt. Charles Schafer; Drv: FF Charles Hallgren

Cause: Misjudged clearance – Eng 10, while pulling into bus zone, struck a parked vehicle

Engine 20	99-0-147	01-14-00	587	A	File

Off: Lt. Abdul Khadir; Drv: FF Patrick Cane

Cause: Misjudged clearance – Eng 20, while returning from an incident and in maneuvering around Eng 2, struck a parked civilian vehicle

Battalion 3	99-0-148	01-15-00	921	B	Bill

Drv: T/CA David Gordon

Cause: Battalion 3 was parked and blocking traffic into the incident area; a civilian vehicle attempting to pass struck Batt. 3's left door

Medic 41	99-0-149	01-16-00		A	File

Drv: FR Paramedic Christopher Madsen

Cause: Misjudged clearance – Medic 41, while backing into hospital emergency bay, struck a parked vehicle in red zone; guides were not posted since other paramedic was tending to patient

Engine 34	99-0-150	01-16-00	580	A	File

Off: Lt. Patrick Pittson; Drv: FF Richard Stark

Cause: Misjudged clearance – Eng 34, a relief piece with a high cab, struck the overhang at hospital entrance

ResAmb 13 99-0-151 01-17-00 714 A File
Drv: FF Denny Acosta

Cause: Misjudged clearance – ResAmb 13, while turning into a parking lot, struck the parking lot sign

Engine 40 99-0-152 01-19-00 507 A File
Off: T/Capt. Rudolph Erler; Drv: FF Bridget Cullinane

Cause: Eng 40, while backing up, struck a parked vehicle; guides were not posted

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for January 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*		*Date of Accident*
Tracy Baldwin	$ 500.00/ 500.00	98-9-219 (A)	Res 1	05-15-99
Jody Gale	547.05/ 547.05	99-0-026 (A)	Res 2	08-01-99
Han Guang Wu	1,473.95/1,473.95	99-0-042 (B)	Eng 2	08-16-99
Enterprise Rent A Car	4,712.68/4,061.79	99-0-062 (A)	Medic 3	09-17-99
Ronald Kreilkamp	4,148.44/3,995.60	99-0-086 (A)	Trk 2	11-01-99
Fai Chun Tsui	914.69/ 824.69	99-0-095 (A)	Medic 15	11-06-99
Nob Hill Properties	1,542.90/2,132.24	99-0-104 (A)	ResAmb 13	11-18-99
Thomas Hammel	3,080.94/3,080.94	property damage		01-22-99

Commissioner Soulis moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "G" on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance, emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Fiscal Year 2000-01 Basic Budget and Capital Improvements Request
(Continued from Meeting of 02-10-00)

Acting President Roff noted that this was a very preliminary baseline budget and that there would be changes and additions to it during the budget process. He suggested that the proposed baseline budget for FY 2000-01 and the capital improvement requests should be transmitted to the Mayor's Office, with the recommendation for enhanced funding for the department's critical operations.

Commissioner Roeca moved for transmittal and Commissioner Soulis seconded.

Debra Ward, Chief Financial Officer, noted that the current submittal to the Mayor's Office was a baseline budget of approximately $171.7 covering all current activities conducted by the department. Ms. Ward stated that some outstanding needs exist that must be funded, and that she has already had discussions with the Mayor's Office regarding the baseline budget and was able to raise the limits on certain work orders and programs. Ms. Ward added that there is still a bit of maneuverability left and she will be meeting with the Chief Demmons to finalize the submittal.

Acting President Roff thanked Ms. Ward and noted that the department was fortunate to have someone of Ms. Ward's caliber since she had proven her competence during this difficult budget process.

Commissioner Nakajo thanked Ms. Ward for the budget overview she had given Commissioner Roff and himself. Commissioner Nakajo noted that during the budget process, cooperation is needed between the various units of the department since all needs have to be taken into account. The Commission will work towards insuring that all needs are met.

Acting President Roff stated that the intent is for him and Commissioner Nakajo to continue to meet with the Chief Financial Officer and the Chief of Department to streamline the budget enhancements.

Chief Demmons wished to commend not only Debra Ward but also the division and bureau heads for their commitment to ensure that they have proper funding to carry out the department's mission in their respective areas, regardless of how heated discussion became.

John Darmanin had a number of questions regarding the budget. The first dealt with CAD (Computer Aided Dispatch) and no numbers appearing in the columns. Ms. Ward responded that CAD, at the request of the Mayor's Office and the Controller, has been incorporated in the 911 project and will now be part of the Support Services budget. She added that the allocation for the AWSS (Auxiliary Water Supply System) and Facilities Maintenance have been moved to the capital budget and will no longer have an effect on the operating budget.

Mr. Darmanin requested an explanation for spaces left blank at the end of line items, such as, Garage Rent under Bureau of Fire Prevention. Ms. Ward responded that there are some items which were submitted for funding, which are not within the baseline budget, that needed to remain in order to identify them should the department by fully funded.

Acting President Roff asked Mr. Darmanin to hold his questions until a later time when the budget is more defined. Mr. Darmanin had a final question regarding a line item of $1.5 million for Other Materials and Supplies under the Support Services budget. Ms. Ward responded that this was intended for PPE (Personal Protective Equipment), uniforms and other safety equipment, and that it was the responsibility of the Chief of Support Services to make the respective allocations. Mr. Darmanin stated that he realized now how the cleaning contract for PPE was to be funded.

Acting President Roff again reminded Mr. Darmanin that there will be months of budget discussions and negotiations ahead and that the Commission will review this matter again. He suggested that it would more appropriate at that time to ask about finite dollar allocation. At this time, Acting President Roff wished to transmit the budget to the Mayor's Office with the proviso that the department will be seeking additional funding during the enhancement phase.

The Commission unanimously agreed to transmit the FY 2000-01 Basic Budget and Capital Improvements Request to the Mayor's Office.

Acting President Roff referred to a report on uniforms and PPE that he had requested and asked that the department present this report at the regular Commission meeting on March 9, 2000.

C. Public Comment

Bob Arzave, Director, Firefighters Local 798, wished to know when firefighters would finally receive the back pay, which they were owed for approximately three pay periods.

Debra Ward, Chief Financial Officer, responded that a separate warrant had to be cut and the retro payments will be issued with the March 14, 2000, paychecks.

Mr. Arzave noted that a new contract will go into effect on July 1, 2000, and hoped that this item will be better handled so that the firefighters will not have to wait again for another six to eight months.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, noted that the Chief of Department and staff had been under fire regarding various issues in the department, especially personnel-related issues. Mr. Pruitt encouraged everyone, from the Chief and Deputy Chiefs to firefighters in the field, to work together to overcome them instead of undermining every effort to resolve them.

Mr. Pruitt wished to comment on a presentation he recently made to the newly hired H3 Firefighter/Paramedics. He noted that there was real concern in the group of how they were being perceived by members of the department. These H3s had a distinct feeling that they were not welcome. Mr. Pruitt told them that members of this department had been aware for a long time of the need for Paramedics, and the department had asked for firefighters to also become Paramedics, or even become ALS/BLS certified, but not as many had

responded as were needed; therefore, the department had no other option but to hire laterally from outside.

Mr. Pruitt referred to some of the complaints being aired in front of the Commission and wondered if things have changed since he was in suppression. He recalled that when he was in the field and something was amiss, he would go to the company officer or the Battalion Chief, who in turn took it to the Assistant Chiefs and they took it to the Deputies and it would get resolved. Mr. Pruitt reminded everyone, especially his membership, to work at the company level to make thinks work. He also urged everyone to become involved at the community level to ensure that achievements that were hard won are kept and maintained, especially minority organizations since affirmative action is under attack across America.

Commissioner Soulis commented that he has seen change since his first appointment to the Commission (1988–1992). He believes that the Chief of Department has properly delegated authority and set up a workable chain of command. Appearances before the Commission, in order to complain, should be used as a last resort. He hoped that during his tenure the need for an Asian, Black or Hispanic Firefighters Union will no longer exist, and that there will be only one.

Acting President Roff added that this Administration, Commission and department reflect the diversity of this city. He believes that it is incumbent on all members of this Department and all persons associated with it, to pull together and work together to resolve issues.

Commissioner Nakajo stated that he appreciated Firefighter Pruitt's comments but wished to add that the comments of the H3s should be taken in context. He pointed out that the department has undergone major institutional change and time is needed for adjustment. Commissioner Nakajo noted that in the community it is felt that medical services are as important as fire suppression and fire prevention. On the issue of public comment, Commissioner Nakajo believes that to hear and discuss issues with as many people as possible is an integral process of the Commission. Anyone who believes that they have a concern has a right to come before the Commission and express it while staying within the allotted time.

Commissioner Roeca echoed Commissioner Nakajo's sentiments and added that there are a number of issues in the mission statement of the department, including diversity and the safety of the public and the safety of the members. This department is a large functioning organization and in order to make it work, we all must work together and work within the system, and that is why public comment is provided.

John Darmanin, Firefighter, voiced his concern that the PPE report was not presented at this, the February 10th, meeting. Mr. Darmanin stated that he finds himself at a loss of what steps to take next since all the reports he had submitted to date, have not elicited a response.

Acting President Roff responded that two levels of concern exist. One relates to Mr. Darmanin's personal circumstances but there is a broader concern that is shared by others in the department. The Commission wished this report to be as thorough, detailed and as complete as possible. Since many of the issues are budget related, it was necessary to wait for the first draft of the budget to make the report as comprehensive as possible. It will be on the agenda for the next Commission meeting.

Mr. Darmanin stated that he was at a loss of what to do since he had not received any clarification from his division, and believed that the division was not doing its job.

Chief Demmons took exception to Mr. Darmanin's comments regarding it as personal attacks on members of the department. He considered it totally inappropriate and noted how hard members of this department worked, including the chiefs. Chief Demmons explained that the report had taken somewhat more time than anticipated since it was finalized in committee, which included members from Local 798, and comment had been solicited from Cal OSHA.

Acting President Roff agreed that personal attacks are inappropriate. Any further comments from the Commission on the issue of Mr. Darmanin's PPE would also be inappropriate since the Commission has in its possession a letter from a lawyer, representing Local 798, who has filed a grievance in this case.

D. Communications Received by Commission

One communication was received by the Commission from February 4 through February 17, 2000.

E. Adjournment

There being no further business before the Commission, the meeting was adjourned at 6:50 p.m.

Tania Bauer
Secretary

Southern Marin
Fire Protection District
308 Reed Blvd.
Mill Valley, CA 94941
Phone 415 388-8182 Fax 415 388-8181

February 5, 2000

Chief Demmons
San Francisco Fire Department
698 Second Street
San Francisco, California 94107-2015

Dear Chief

It is always a pleasure to be able to report on a job well done. In this case your Lt. Tom Murray with little regard for his own safety, and displaying what I believe to be one of the qualities which sets fire fighters apart from others, put himself in harms way to assist a citizen in need.

On January 31, 2000 at 1740 hours he came upon a vehicle accident with rollover, on US 101 in Mill Valley. One vehicle was on it's roof with the driver trapped inside. In the dark of night and rain Lt. Murray crawled inside the vehicle to stabilize and comfort the patient until our units arrived. He stayed with the patient throughout the process of extrication, which I am positive, was of great comfort to this individual and help to my people.

You should be proud of Lt. Murray, you and he have our thanks.

Sincerely

Jeffrey L. Allen, Battalion Chief
Southern Marin Fire Protection District: C-shift.

City & County Of San Francisco

Recreation & Park Department

Joel Robinson
Acting General Manager

Paula Hamilton
Principal Supervisor
Assisted Services Division

John LeTourneau
Supervisor
Assisted Services Division

JANUARY 31, 2000

Mr. Demmons
San Francisco Fire Depatrment
260 Golden Gate Avenue
San Francisco Ca 94102

Once again I'm writing this letter to thank Captain Joe Moriarity, Battalion Chief George Maloney, Firefighters of Engine 9, Trunk 9, Local 798, The Westin St. Francis Hotel and The Manager of Safeway Store at Dubois and Market for all of their Time, Generosity and Caring in making the 1999 Christmas Luncheon a huge success. Words cannot really express what they have done for a very special group of people.

As in previous years the Firefighters from Engine 9 and Trunk 9 with Captain Joe Moriarity coordinating the arrangements, contacts and secured the services of the St. Francis-Westin Hotel Catering Division to prepare and cook the Turkeys, make the dressing and gravy. The San Francisco Fire Department picks up and delivers the turkeys to the San Francisco County Fair Building and the Firefighters carved and serve the Turkeys.

The highlight of the luncheon was the arrival of Santa Claus which was played by Firefighter Tim Fwell. Every year Tim Plays Santa Claus and every year he gets more convincing. This year, I thought he was the real thing. Also special thanks to Firefighter Bob Lopez, for picking up all the Turkeys in his own vehicle.

About 30 Firefighters from station 9 donated their time. The San Francisco Firefighters are a very special group of professionals. Their genuine caring, enthusiasm and help always makes the Luncheon extra special.

Sincerely

David Dinslage
Assisted Services Division

JANUARY 24, 2K

To: The San Francisco Fire Chief
689-2nd Street, San Francisco

Fire crew from Sunset district 32nd avenue Station headed by Charles Hallgren consisting Nancy, Chris, and Andrea were absolutely prompt, courteous and professional when we needed them to help us cover our leaking roof during the rainfall.

Their services reflected the honor and dignity of which the San Francisco Fire Department must be proud of.

Please accept our deep gratitude and sincere thanks.

SIncerely,

Vivan Wong
Manager
Kids 'R' First
1655-46th Avenue
San Francisco, CA 94122

University of California
San Francisco

UCSF

Office of Environmental
Health & Safety

50 Medical Center Way
San Francisco, CA
94143-0942
Tel: 415/476-1300
Fax: 415/476-0581

February 14, 2000

Chief Robert Demmons
San Francisco Fire Department
698-2nd Street
San Francisco, CA 94107

Chief Demmons:

On February 7, 2000, Chief Paul Jones and Operator Don Verant from Station 38 observed a fire drill at the UCSF Laurel Heights Building located at 3333 California Street. When the drill was complete, we reviewed the drill and they toured the building.

I would like to thank them for their time, comments and suggestions. I would also like to thank Chief Tony Semi for arranging the visit.

Sincerely,

Katie Shypertt
Campus Fire Marshal

Cc: Eugene Lau, Director EH&S
John Shaver, Manager EH&S

University of California
San Francisco

UCSF

Office of Environmental
Health & Safety

50 Medical Center Way
San Francisco, CA
94143-0942
tel: 415/476-1300
fax: 415/476-0581

February 14, 2000

Chief Robert Demmons
San Francisco Fire Department
698-2nd Street
San Francisco, CA 94107

Chief Demmons:

On January 26, 2000, Chief Victor Pagon and Operator Edward Ghilardi from Station 11 observed a fire drill at the UCSF Facilities Management Building located at 3130-20th Street. When the drill was complete, we reviewed the positive and negative aspects of the drill and how to correct the negative.

I would like to thank them for their time, comments and suggestions.

Sincerely,

Katie Shypertt

Katie Shypertt
Campus Fire Marshal

Cc: Eugene Lau, Director EH&S
John Shaver, Manager EH&S

FIRE COMMISSION
City & County of San Francisco

Rosemarie Fernandez-Pifer, *President*
Hadley Roff, *Vice President*
Stephen Nakajo, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco, CA 94107-2015
Telephone 415.558.3451
Fax 415. 558.3413
Tania Bauer, *Secretary*

MINUTES OF THE FIRE COMMISSION

Regular Meeting - Thursday – March 9, 2000 - 6:00 p.m.

698 Second Street - Room 102

Item No.

DOCUMENTS DEPT.

MAR 2 0 2000

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1. **On Roll Call**, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Pat Norman

Commissioner Ted N. Soulis was excused for business reasons.

Acting President Roff welcomed Pat Norman to the Fire Commission. He noted that Commissioner Norman had been active in the community for many years, serving most recently on the Police Commission.

Robert L. Demmons	Chief of Department
Harold E. Gamble	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration (Acting)

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Support Services
Gary P. Massetani	Fire Prevention

Chief Officers - Staff:

Richard C. Shortall	Emergency Medical Services
Marshall Isaacs, M.D	Emergency Medical Services

Chief Officers - Firefighting Services:

Bernie F. Lee	Division 1
Richard D. Bracco	Division 2
Aaron C. Stevenson	Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of February 24, 2000.

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through G) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitted monthly report from Division of Training concerning activities performed during February 2000.

Physician's Report

Submitted biweekly report of Fire Department Physician concerning disability injuries from February 5 through February 18, 2000.

B. Appointments

Reported the following *PROBATIONARY* appointments effective *FEBRUARY 19, 2000:*

H3 Firefighter/Paramedic

Edward Barbero	William Madsen
Andrew Baron	Marie Martinez
Virginia Dudley	Berglioth Mathews
Anthony Dumont	Kristina Nelson
Richard Faust	Mary Tse
Alan Freebury	Kathleen Molloy
Robert Jones	Patrick Sabia
Peter Li	Michael Creedon
Stephen Lynch	

The above 17 H3 Firefighter/Paramedics were appointed vice H2 position

Reported the following PROBATIONARY appointments effective *FEBRUARY 28, 2000:*

H3 Firefighter/Paramedic

Jonathan Baxter	Stuart Sprung
Mark Gradney	Leon White

The above four H3 Firefighter/Paramedics were appointed vice TX'd from new H2 position.

Reported the following PROVISIONAL appointments effective *FEBRUARY 11, 2000:*

H1 Fire Rescue Paramedic

Andrew Logan	Michael Day
James Green	Nathan Shapiro
Kirt Thomason	Joel Newton
Sean Parkin	

The above seven H1 Fire Rescue Paramedics were appointed vice 2532 positions.

Temporary Appointments

Reported having made 310 temporary appointments February 5 through February 18, 2000.

C. Retirement

Communication received from Retirement Board indicating the following member has retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Dreyer-McAlvain, Lynnette	H2 Firefighter	Ind. Dis.	Jan. 15, 2000

Retirement Certificate will be presented at a Fire Commission meeting at a later date.

D. Military Leave

Submitted for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	Rank	*Dates*	*Days*	*Military Organization*	*Purpose*
Pampanin, Vincent	H2	02-28-00	5	US Army Res.	Attend Active
Sgt. E-5	FF	03-03-00		Moffett Field, CA	Duty Training

E. Resignation

Submitted resignation of Probationary H3 Firefighter/Paramedic Cortland Rounds, effective close of business February 14, 2000. Resigned with satisfactory services. Started work January 10, 2000.

F. Separation

Reported that 7334 Stationary Engineer Floyd Nunn had been released from appointment effective close of business March 1, 2000.

G. Termination

Reported termination of Provisional 1233 EEO Programs Specialist James Pearce, effective close of business February 25, 2000. Started work August 16, 1999.

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and Items A through G on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance, emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of this meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for February 2000.

Commissioner Nakajo moved for approval, seconded by Commissioner Norman.

Firefighter Darmanin stated that he had not received the report as requested. The Secretary responded that it had been mailed to the post office box indicated by Mr. Darmanin. Acting President Roff asked Mr. Darmanin to notify the Secretary if it had not been received.

Mr. Darmanin wished to address the issue of exhaust evacuation systems in fire stations. He wanted to know how many of SFFD's fire stations were equipped with diesel exhaust evacuation systems and if they were working properly. Mr. Darmanin also wished to know if these systems were regularly checked at the fire stations, and if there was a master list that tracked the current status of each. He wondered if the status of the exhaust evacuation systems could be incorporated in the Chief of Department's monthly report.

Robert L. Demmons, Chief of Department, responded that Mr. Darmanin could make a request for this information through the normal chain-of-command. Acting President Roff stated that the Commission would take Mr. Darmanin's suggestion under consideration.

There were no further questions or discussion and the monthly report of Chief of Department was approved as presented.

C. San Francisco Fire Code Amendments

Submitted for approval the San Francisco Fire Code Amendments to the *1998 California Fire Code*.

Commissioner Roeca moved for approval, seconded by Commissioner Nakajo.

Gary Massetani, Fire Marshall, reviewed the amendments for the Commission. He stated that these amendments to the 1998 San Francisco Fire Code were adopted on July 1, 1999. The amendments are revised on an annual basis, are in compliance with the San Francisco Administrative Code, and are prepared to assist the public. He stated that in the document, double parentheses are used for deletions and that underscores indicate an addition. The document consists of two sections with Section One containing fee adjustments that support the cost for providing services of the Bureau of Fire Prevention. These fees are based on calculations developed with the assistance of the Chief Fiscal Officer. Fire Marshall Massetani explained that the fees are actually adjustments that support the cost of providing inspection and re-inspection services by the Bureau of Fire Prevention. Section Two contains administrative bulletins that provide information, interpretations and checklists to clarify code requirements.

Acting President Roff wished to know on what presumptions the fee increases were based on, since some seemed far more substantial than others. Fire Marshall Massetani responded that the Chief Fiscal Officer had based the calculations on the average numbers of hours used per inspection, including MOU changes in salaries of inspectors. He added that the fees charged can not exceed the cost of providing the service, since there is no profit margin allowed.

The Fire Code Amendments were unanimously approved as presented.

D. Fire Commission Resolution

Submitted for approval Resolution No. 00-1 would authorize the San Francisco Fire Department to accept a gift, designated for training purposes, from the *Friends of the San Francisco Fire Department.*

WHEREAS, the *Friends of the San Francisco Fire Department* organized as a public benefit corporation in 1988, and has provided funding assistance and support for Fire Department operations for the past eleven years; and,

WHEREAS, the *Friends of the San Francisco Fire Department* ceased operations on December 31, 1999; and,

WHEREAS, the *Friends of the San Francisco Fire Department* has graciously donated its accumulated fund of $45,813.04 to the Fire Department, specifying that the funds should be used for training purposes; now, therefore, be it

RESOLVED, that the San Francisco Fire Commission gratefully acknowledges the years of support provided by the *Friends of the San Francisco Fire Department* and thanks the organization for its many gifts over the past eleven years; and be it

FURTHER RESOLVED, that the San Francisco Fire Commission accepts the final gift of the *Friends of the San Francisco Fire Department* and directs that the Chief of Department expend the funds for training purposes; and be it

FURTHER RESOLVED, that the Commission requests that the San Francisco Board of Supervisors accept this gift on behalf of the City and County of San Francisco in accordance with the San Francisco Charter.

Commissioner Norman moved for adoption and Commissioner Nakajo seconded.

Acting President Roff wished to point out, not only as a Commissioner but also as a *Friend* of the San Francisco Fire Department, how sad it was to have this organization dissolved. The *Friends of the Fire Department* was a public spirited group, solely dedicated to promoting the interests of this department and raising funds for significant purposes not covered in the Department's budget. The group was a casualty of the new Sunshine Ordinance, since the members believed its complexity to be overwhelming. Acting President Roff reiterated his gratitude to the organization for all the good work they had done for the Department.

Robert L. Demmons, Chief of Department believed that the new Sunshine Ordinance has harmed departments, such as the Police and Fire Departments, whose *Friends* organizations may decide to disband. He commended the *Friends* for devoting time and energy for the past eleven years to assist a City Department, such as, the Fire Department. He thanked Commissioner Roff and the *Friends*, on behalf of himself and all the members of the Fire Department who benefited from their commitment and their efforts. Chief Demmons added that the department is considering the purchase of a simulator, with the *Friend's* $45,000 donation, for the training facility which will benefit all present and future members of the department in developing and maintaining the skills needed in Fire Suppression.

Acting President Roff called for the vote: Ayes - Commissioners Nakajo, Norman, Roff, and Roeca; absent: Commissioner Soulis. Fire Commission Resolution 00-1 was unanimously approved.

E. Report of Death

Reported, with regret, the death of Department Physician William Newsom. Dr. Newsom died of heart failure on February 25, 2000.

Acting President Roff acknowledged the Newsom family's contribution to public service, which include an associate justice in the State Court of Appeals and a present Supervisor.

Acting President Roff stated that the Commission's sympathy goes to the family of Dr. Newsom. He requested that a letter be sent to the family expressing the Commission's condolences and that this meeting be adjourned in Dr. Newsom's memory.

Firefighter John Darmanin wished to add that he had been acquainted with Dr. Newsom during a period when he was recuperating from an injury and that he had performed various office tasks for Dr. Newsom. He noted that had been a pleasure to work for him and wished to offer his condolences to the family.

F. Report on Station Uniform and Personal Protective Equipment

Joanne Hayes-White, Assistant Deputy Chief, Support Services, welcomed Commissioner Norman and provided an introduction to the report. She stated that the report's focus are station uniforms and personal protective equipment. The report addressed several issues, including the current inventory on hand, the implementation of a voucher system and recommendations from the Department's health and Safety Committee, which specifically address personal protective equipment policy and cleaning guidelines. Additionally, the report covers the recently implemented inventory tracking system. Chief Hayes-White pointed out that the report was prepared by the Division of Support Services but received input from all levels in battalions and divisions, including comments from representatives of Cal OSHA. She introduced Captain Gary Bradford, Bureau of Equipment, which oversees the Clothing Depot. Captain Bradford stated that he would answer questions regarding the report.

Acting President Roff stated that it appeared that there was more protective gear available now at the Depot than there had been at the time of the November report on this issue; also, there seemed to be more emphasis on safety issues, including appointment of safety officers in each division. He wondered about the implementation of the department-wide inventory program.

Assistant Deputy Chief Hayes-White responded that this refers to a component of the 911 project, that is, the AIS or Automated Information System which should be delivered within the next six months. Currently, a standalone system is in place at the Clothing Depot, developed by SFFD MIS, which contains the name and size of each uniformed member of the department

Acting President Roff wished to know if the issue of raingear for paramedics had been addressed. Captain Bradford responded that a delay had occurred due to manufacturing problems but temporary raingear has been issued.

Commissioner Norman asked for clarification on the connection between the inventory program and the 911 project. that the 911 project has a number of components, one of which is the computer dispatch system which will used by both the Police and Fire Departments. Another component is the AIS or Automated Information system which is essentially a records management system. AIS will be implemented in all locations of the department and will have the ability to track any type of inventory – clothing, equipment, or personnel.

Commissioner Nakajo referred to the example of an Engine 1 report of a personal inspection which encompassed caps, boots, shoes, shirts, etc.; he wished to know if every fire station had this procedure in place and followed it. Captain Bradford responded that there are two examples in the report – one is a department-wide survey done in November of 1999 showing the ratings of A though F, and the other is a battalion chief's monthly report of inspection of personnel, uniforms and station. Commissioner Nakajo wondered when the fire

stations would have full online capability and access to the AIS. Assistant Deputy Chief Hayes-White responded that project delivery should be within six to nine months.

Chief Demmons further clarified that he had requested a survey of personal safety equipment by company officers of all members in November. In addition, he had requested a review of the monthly reports to determine the condition of the equipment.

Commissioner Nakajo wished to know if there was a reason for using Engine 1 as an example. Captain Bradford responded that Engine 1 was one of the companies that had the most frequent runs in the city and would wear out their uniforms more quickly than other companies.

Acting President Roff noted that availability of turnout gear is a critical issue. The November survey indicated that at least a third of the turnout gear was inadequate. He assumed that after the Mayor's Office provided $500,000 to re-supply the Clothing Depot, substantial progress had been made. Acting President Roff referred to the recommendations of the Health and Safety Committee that there should be two sets of turnout gear for each firefighter and enough stock to replace one third of all uniforms. He considered these recommendations to be a commendable goal and stated that the Commission and the department will make every effort in achieving them. Both Acting President Roff and Commissioner Nakajo thanked everyone who worked on the report

Public Comment

Firefighter John Darmanin wished to point out that some of the surveys were over 18 months old but were presented as recent material. He stated that the survey taken at his fire station was conducted in the last six months. Chief Demmons explained that perhaps Firefighter Darmanin was confusing the survey conducted in November with monthly reports, which had been an established department procedure for over 25 years.

Firefighter Darmanin wished to address a number of issues in the report. First was the issue of loaner turnout gear. He stated that he was unaware that loaner PPE even existed, and when he had requested replacement, no loaner gear was offered. He believed the voucher system to be good but no one offered him a voucher when he requested replacement turnouts. To date, he has not received any decision on receiving a replacement or an additional set of gear, even though he has followed the correct procedures in his request. Firefighter Darmanin wished to point out an item that dealt with the FY 2000-01 budget request. He referred to the Health and Safety Committee's recommendation that each firefighter should have two sets of turnouts, which would cost approximately $1.5 million, yet, he did not see this amount in the recent budget request. Acting President Roff explained that the budget request recently submitted was for baseline budget and that Chief Demmons and staff are seeking enhancements to the baseline budget from the Mayor's Office. Firefighter Darmanin responded that FY 1999-00 did not request any funds for PPE and he hoped that it will be included somewhere in this year's budget.

John Hanley, President, Firefighters Local 798, welcomed Commissioner Norman and offered to conduct a tour of the fire stations to introduce firefighters to Commissioner Norman. Mr. Hanley wished to point out that in discussions about Paramedic's raingear it is implied that it is not simple raingear but must stop blood borne pathogens. He hoped that this year's budget would contain funds for the purchase of turnouts.

Larry Bradshaw, Grievance Officer, SEUI Local 790, Paramedic chapter, wished to review the problem of appropriate safety equipment for H1 Rescue Paramedics. He stated that the department was aware of the merger since the start of the FY 1996-97 budget cycle yet no

safety equipment had been budgeted for H1's. Local 790 sought the assistance of an independent arbitrator, who gave the department 90 days to obtain the MOU mandated safety equipment. He wished to make the Commission aware that the H1 safety equipment has just been purchased but not yet paid for and he hoped it would not be impacted by the request for H2 safety equipment.

The second item Mr. Bradshaw wished to bring to the Commission's attention was the MOU clause which provided for the cleaning of paramedic uniforms which become soiled with bio-hazards and blood borne pathogens. Previously, paramedics had a cleaning allowance to take care of the uniforms. The City decided that the contaminated uniforms should not be cleaned at home with family laundry and that a cleaning service would be provided. This was not provided and paramedics were told to discard the uniforms when soiled but it was a very costly solution. Currently, paramedics are back to taking their soiled uniforms home and washing them with family laundry without even a cleaning allowance being provided. Mr. Bradshaw stated that the union would address this issue shortly.

The third item concerned Local 790's citywide MOU, regarding contracting out routine work that an existing employee can perform, and refers to Dorothy Teupel of the Clothing Depot. Mr. Bradshaw stated that the uniforms are being contracted out to Butler's whereby previously a quartermaster system was used. Ms. Teupel's case will be going to arbitration.

G. Public Comment

Lieutenant Ed Campbell, Public Information Officer, stated that he was a ten-year member of the department and wished to bring an item before the Commission that has been disturbing him for some time. He wished to read an excerpt from an interview, and even though the interview occurred some time ago, he believed that it was pertinent to matters occurring in the department over the past year.

The topic of the interview was Affirmative Action with KSFO radio personality Michael Savage interviewing John Darmanin, a member of the department. Mr. Savage wished to know what was happening at the Airport. Mr. Darmanin responded that the affirmative action at the Airport was interesting since John Martin, Director, was openly gay, and he requested a budget analyst, a black female, to start an audit of the Airport Fire Division in order to get rid of the Airport chief and himself, since he was his number two. The interview continued with John Darmanin relating to Mr. Savage that it was alarming to have minorities on so many levels. He reiterated his comments about John Martin, about one budget analyst being a black female and another budget analyst being an Asian male and about the Fire Chief being the first black Chief in San Francisco appointed by the first black Mayor. Mr. Savage wished to know that Considering Mr. Darmanin's comments, had the quality of protection diminished, whereby Mr. Darmanin responded that with out a doubt it had decreased. The interview continued about affirmative action and its effect at the Airport.

Lieutenant Campbell stated that as an African American and gay member of the department, and a current participant in the administration of the department, he found it wearying to have someone who holds those views constantly coming before the Commission. It clearly indicated for Lieutenant Campbell the person's motivation and agenda.

John Darmanin responded that the whatever transcript Lieutenant Campbell had was not accurate and that he was offended that the Commission allowed statements to be made that were inaccurate. He mentioned that he had lawsuit pending on this subject matter and the Deputy City Attorney had advised previously that it would be best not to discuss its subject matter yet the City Attorney did not stop him from speaking on the same matter. Mr.

Darmanin considered this an attack on himself; he believed that this was not an appropriate venue especially when the information was inaccurate. He noted that Lieutenant Campbell had never approached him to discuss this matter with him. Mr. Darmanin was not aware that there was an official transcript of the interview and that the last transcript supplied to him by Deputy City Attorney Cooper was not accurate. He did not understand why there were references that the lawsuit being made now in front of the Fire Commission.

Deputy City Attorney Cooper responded that Mr. Darmanin had not been advised nor prevented from speaking, and that he had only advised Mr. Darmanin not speak on matters that were addressed in his lawsuit because his counsel had left him. Mr. Darmanin responded that it was poor judgement to have allowed Lieutenant Campbell to continue, that he is offended by it and considers it to be an attack on his credibility. Acting President Roff stated that he regretted this type of dialogue but that the new Sunshine Ordinance allows for unrestricted public comment.

Chief Demmons wished clarify that Lieutenant Campbell spoke before the Commission as an individual and not as a representative of the Department nor speaking for the Administration.

Firefighter Darmanin wished clarification on the issue of contaminated PPE. He stated that the report does not suggest that they be turned in for cleaning but indicates that firefighters should clean the turnouts themselves. He wanted to know if there is a contract for cleaning or not.

Assistant Deputy Chief Hayes-White responded that Mr. Darmanin should read through the report carefully and then address the same questions to the Commission if they have not been answered.

Tyrone Pruitt, President, Black Firefighters Association, welcomed Commissioner Norman. He commended Lieutenant Campbell for speaking as a private citizen before the Commission on an issue that has concerned him for a long time. This is issue is also of concerns Mr. Pruitt and he supports Lieutenant Campbell for speaking his mind. Mr. Pruitt believes that everyone has the right as a citizen, as does Lieutenant Campbell to come before the Commission, whether we believe their statements are right or wrong.

H. Communications Received by Commission

Three communications were received by the Commission during the period of February 18, 2000 through March 2, 2000.

I. Adjournment

There being no further business before the Commission, the meeting was adjourned at 7:10 p.m. in memory of Department Physician William Newsom.

Tania Bauer
Commission Secretary

Emergency Communications Department
1011 Turk Street, San Francisco, CA 94102
(415) 558-3800 Fax (415) 558-3841

Willie L. Brown, Jr. Mayor

Mike Martin, Director

February 22, 2000

Robert Demmons, Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons;

The Department assigned Acting Battalion Chief Philip Kelber to the 911 Project to coordinate Operational Readiness Testing of the new 911 system. I wanted to call your attention to his work, which was, in a word, exemplary.

Phil took charge of a crucial activity that involved not only departmental personnel, but dozens of private contractors and individuals from other City departments and agencies. He could have treated the assignment like the temporary detail that it was; he did not.

Phil instead gave us his best energies, which showed themselves to include strong and consistent leadership, professionalism and organization. Phil's demeanor imparted the need for all to take this exercise seriously and get it right. When it did not, he insisted on finding out why.

The City, Department and Project were well served by Chief Kelber's efforts. And it was a pleasure to work with him as well.

Sincerely,

Mike Martin, Director
911 Project

Emergency Communications Department
1011 Turk Street, San Francisco, CA 94102
(415) 558-3800 Fax (415) 558-3841

Willie L. Brown, Jr. Mayor

Mike Martin, Director

February 21, 2000

Robert Demmons, Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons;

I wanted to call your attention to the recent work of Lt. Jack Forbes, who has been detailed to the 911 Project since July 1999 to help coordinate operational readiness testing for the Fire Department.

Jack came to us with a great deal of experience in the field, but little in the way of skills normally required for his assignment. Through his own initiative, he acquired those skills, and generally grew in the job in a way that surpassed my best expectations.

Jacks duties were varied. But significantly they included devising and executing scenarios employed to test the readiness of the new 911 system and the firefighters using it. This was a complicated, technical task that required a high level of knowledge about the workings of the Department.

Among the many key players in the Operational Readiness Testing, Jack was the linchpin. Though under extraordinary pressure, he remained cool, flexible and professional. He was universally liked, respected, and acknowledged as integral to the success of the exercise.

My impression is that Jack is first and last a "firefighter" who clearly wants to be in the field. He was disappointed at leaving the field for this interim assignment. But he accepted the challenge, took advantage of what it had to offer, and grew in way that is rare. He was an irreplaceable part of the Project. I felt fortunate to work with him.

Sincerely,

Mike Martin

Cc: Philip Kelber.

Mrs. Robert H. Laws
1248 Stanyan Street
San Francisco CA 94117
February 19, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco CA 94107

Dear Chief Demmons:

On last Tuesday night our 1200 block of Stanyan Street met to learn about fire safety and the department's plan to fight a fire involving our block. The meeting was a resounding success. Thirty seven neighbors turned out to hear three of your top chiefs address our concerns. Division Chief George Maloney, Battalion Commander Audry Lee and Chief Fred Sanchez each made an excellent presentation. They were well received and their recommendations to us will make this a more fire safe neighborhood. We learned a lot about fire safety in our homes and how the department plans to respond to some of the difficult problems presented on this steep street. Chief Sanchez had made a careful survey of the neighborhood prior to the meeting and shared his findings with us. Commander Lee was here on his day off. Two aides to the chiefs, Pat Higgins and Juanita Hodge, also were helpful in setting up for the meeting and staying after it was over to help us put our house in order.

Thank you for allowing these outstanding representatives to meet with our neighbors.

Sincerely,

Beatrice Laws

DEPARTMENT OF FORESTRY AND FIRE PROTECTION
OFFICE OF THE STATE FIRE MARSHAL
CURRICULUM DEVELOPMENT DIVISION, STATE FIRE TRAINING
CDF ACADEMY
4501 State Highway 104, Ione, CA 95640
Phone: (209) 274-2426
Fax: (209) 274-2034

T17

February 16, 2000

Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, California 94107-2015

Dear Chief Demmons:

The State Fire Training Curriculum Development Division has just finished revising the Fire Investigation 1B course. As you know, one of your personnel, Brendan O'Leary, participated in this revision project.

Many individuals and organizations support and maintain this system. However, no organization or individual plays a more pivotal role than those who donate their time, energy, and resources to ensure our curriculum reflects current technology and criteria.

On behalf of CDF/State Fire Training, the State Board of Fire Services, and the California fire service I would like to thank Brendan and recognize his special efforts in making this a successful and satisfying project.

Sincerely,

Keith A. Larkin, Division Chief
Curriculum Development Division
(209) 274-5503

Cariad
Wines Ltd

Llanerch Vineyard

Hensol, Pendoylan, Vale of Glamorgan CF72 8JU.
01 443 225877 Fax: 01 443 225546
Email: Llanerch@cariadwines.demon.co.uk

LLANERCH VINEYARD
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1995 Winner
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Gwobr Twristiaeth
Schroders

BWRDD CROESO CYMRU
WALES TOURIST BOARD
GWELY A BRECWAST
★★★★
BED & BREAKFAST

10th February 2000
Ref: 1292

Chief Robert Demmons
San Francisco Fire Dept
698 2nd Street
San Francisco 94107

Dear Chief Demmons,

In the very early hours of Friday morning the 28th January we had occasion to make a 911 call from the Howard Johnson Hotel, Fisherman's Wharf where we were staying. It was our first night in San Francisco !

My wife had severe abdominal pains which on admission to hospital was found to be caused by an abdominal obstruction. I must highly commend your Department. Only a few minutes after our 911 call your colleagues arrived , assessed the situation and transported my wife to the California Pacific Hospital . The two paramedics, whose names I did not find out at the time, were very caring and comforting, and I would like to pass our grateful thanks to them.

We have now returned to the UK and my wife is fully recovered thanks to the actions of your Department and the California Pacific Medical Centre. We look forward to visiting your beautiful city again.

Yours very sincerely

Peter Andrews

CHIEF ROBERT DEMMONS
SAN FRABCISCO FIRE DEPARTMENT
698-2ND STREET
SAN FRANCISCO, CA 94118

2-1-2000

DEAR CHIEF DEMMONS:

ONCE AGAIN ON BEHALF OF THE LAS MADRINAS OF CENTRO LATINO DE SAN FRANCISCO, I WISH TO THANK THE FOLLOWING FIREFIGTHERS FOR THEIR HELP WITH THE BOB AYALA CHRISTMAS PARTY:

ROBERT LUCHA CHARLES CRANE

DENNIS KING ARMANDO MAYORGA

AND I BELIEVE THAT I MISSED A FEW BECAUSE OF THE EXCITEMENT OF THE EVENT.

YOUR MEN CAME WITH THE SANTA TRAILER, A GREAT SANTA CLAUS WITH ELVES, TOYS AND A POLOROID CAMERA, ALMOST 200 CHILDREN ATTENDED THE PARTY AND WERE IN AWE OF THE WHOLE AFFAIR. THEY FEASTED ON CORN DOGS,CHIPS, DRINKS, CARTONS OF CANDY, AND ICE CREAM CONES AT THE CENTER. THERE WAS MUCH EXCITEMENT AND REVERLY IN THE AIR. DONATIONS OF TOYS AND CONTRIBUTIONS FRON OTHER SOURCES HELPED MAKE THE CHRISTMAS PARTY A TERRIFIC EVENT.

MY THANKS ONCE AGAIN FOR THE OUTSTANDING HELP WE RECEIVED FROM THE FIREFIGHTERS, MEMBERS OF LOS BOMBEROS. THEY DID AN OUTSTANDING JOB "ABOVE AND BEYOND THE CALL OF DUTY" AND WERE VERY PATIENT WITH THE CHILDREN.

VERY TRULY YOURS

Ernest Chuck Ayala

ERNEST "CHUCK" AYALA, CHAIRMAN

LAS MADRINAS DEL CENTRO LATINO
1656 - 15th Street
San Francisco, CA 94103

LIFE LEARNING ACADEMY
651 8th Street, Treasure Island, San Francisco, California 94130 • 415.397.8957 • fax: 415.397.9274

February 24, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, California 94710

Dear Chief Demmons,

I would like to express our thanks to Lieutenant Patricia Yuen, N.E.R.T. Coordinator, and the following N.E.R.T. Instructors for a job well done. With professionalism and heartfelt concern, your instructors were a wonderful breath of fresh air for all.

Lt. Ray Molinari	E21
FF John Rocco	E08
FF David Amitunai	E37
FF Anne Tam	E25
FF Steve Harper	E28
FF Ed Chu	E17
FF Curtis Nielsen	E37
FF Ricky Yee	E37
FF Kevin Salas	E01

Special thanks to Battalion Chief Joe Carlomgno and Station 48 for attending the awards ceremony.

On behalf of the Life Learning Academy and the five teachers from the Treasure Island School, we want to thank you for your warm instruction and community service. The N.E.R.T. program is truly a bench mark that puts the San Francisco Fire Department above all others. We are proud to let you know that our school has unanimously decided to add three (3) firefighters to the mural in our dining room. We look forward to having you out again soon to see our work.

Warmly,

Dr. Teri Lynch DeLane, Principal
Life Learning Academy

cc: Deputy Chief Joseph Asaro
Battalion Chief Joe Carlomgno
Captain Richard Kochevar
Captain Michael Hennigan
Lieutenant Michael DeLane
Lieutenant Patricia Yuen

San Francisco School of Circus Arts

755 Frederick Street
San Francisco, CA 94117
http://www.sfcircus.org Phone:(415)759-8123 FAX: (415) 759-8644

February 15, 2000

Chief of Department
The San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Friends and Partners of Renato Bermudez, Jr.,

On behalf of the San Francisco School of Circus Arts, I would like to extend our heart-felt condolences to all of you on the loss of your firefighter Renato Bermudez during the Alaskan Airline tragedy.

Renato was a student at the School of Circus Arts about a year ago. He and I were in the same Chinese Acrobatics class where we both were endeavoring to unlock the mysteries of the Chinese handstand---not an easy task for anyone over the age of 12. Renato not only easily and quickly surpassed the rest of us in skill, but he was by far the strongest and most focused! In addition to his athletic abilities, he was friendly, polite, and modest; he was definitely a positive presence in the class. We will miss the wonderful energy he brought to the world.

You must have been proud to have him as one of your own.

Please extend our sympathies and prayers to his friends and family.

Sincerely,

Caroline Orrick
Board Member

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russel Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

MINUTES OF THE FIRE COMMISSION
Special Meeting, Tuesday, March 21, 2000 - 9:00 a.m.
698 Second Street, Room 102, San Francisco, CA 94107

Item
No

DOCUMENTS DEPT.
APR 24 2000
SAN FRANCISCO
PUBLIC LIBRARY

1. On **ROLL CALL,** the following were noted present:

Acting President	Hadley R. Roff
Acting Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Deputy Chief, Administration	Joseph Asaro

Commissioner Ted N. Soulis was excused for business reasons.

2. **PUBLIC COMMENT**

There was no public comment

3. **FORMAL HEARING AND POSSIBLE COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST AUDRY LEE, INCLUDING HEARING AND POSSIBLE DELIBERATIONS ON DEPARTMENT'S MOTION TO EXCLUDE EVIDENCE OF DISCRIMINATION ALLEGED BY AUDRY LEE AGAINST THE DEPARTMENT OR ANY DEPARTMENT EMPLOYEE** (Continued from Meetings of 12/16/99 and 1/13/00)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 9, 1999, against Battalion Chief Audrey Lee for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

A. Hearing and Possible Commission Deliberations on the Department's Motion to Exclude Evidence of Discrimination Alleged by Audry Lee against the Department or any Department Employee.

This portion of the meeting, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957.

Battalion Chief Audry Lee did not request a closed hearing.

1. Hearing

President Roff requested that Commissioner Roeca serve as President pro tem during the formal hearing. Commissioner Roeca accepted and established that the following parties were present: Michael Harris, represented Battalion Chief Audry Lee, who was present. Pamela Thompson and Katharine Hobin, Deputy City Attorneys, represented the Department. Marie Blits and Mariam Morley, Deputy City Attorneys, represented the Fire Commission.

Department's Motion to *Exclude Evidence of Discrimination Alleged by Audry Lee against the Department or any Department Employee* was taken into submission by Commissioner Roeca. Mr. Harris' motion for a change of continuance on behalf of his client was granted. The hearing will be continued to April 12, 2000, 9:00 a.m.

Deputy City Attorney Katharine Hobin presented the opening statement for the Department, followed by the opening statement by Michael Harris, Counsel for Battalion Chief Audry Lee.

Deputy City Attorney Hobin proceeded to present the case for the Department and Mr. Harris presented the case for the defendant. Both parties called witnesses for examination, cross-examination and redirect examination. Due to time constraints, the examination of witnesses and closing arguments by counsels were continued to the meeting of April 12, 2000.

Please note: The above only represents a summary of the proceedings. Court reporter recorded entire proceedings.

B. Hearing and Possible Commission Deliberations on Formal Complaint

Continued to meeting of April 12, 2000.

4. ADJOURNMENT

The hearing was adjourned at 4:25 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russel Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-07

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – March 23, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

DOCUMENTS DEPT.
APR 11 2000
SAN FRANCISCO
PUBLIC LIBRARY

1. ON ROLL CALL, the following were noted present:

Acting President Hadley Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis
Commissioner Pat Norman

Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations (Acting)
Joseph C. Asaro	Deputy Chief, Administration (Acting)

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Daniel A. Sullivan	Support Services (Acting)
Gary P. Massetani	Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	Emergency Medical Services
Marshal Isaacs, M.D.	Emergency Medical Services

Chief Officers – Firefighting Services:

Henry T. Smith	Division 1 (Acting)
Frank Cercos	Division 2
Arthur W. Kenney	Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of March 9, 2000.

Commissioner Roeca moved and Commissioner Norman seconded.

Public Comment

John Darmanin requested that the communications received by the Commission be described as to author and content in the minutes. Currently, they are described as such in the agenda. President Roff stated that it will be taken into submission.

Mr. Darmanin objected to Lieutenant Ed Campbell's public comment, provided at the March 9, 2000 Commission meeting, being perceived as an official statement of the San Francisco Fire Department. (See attachment *Item 2, Approval of the Minutes*).

President Roff responded that he believed that Lieutenant Campbell made it very clear that he was speaking on his own behalf. He added that under the new Sunshine Ordinance individuals are free to speak on any topic affecting the Fire Department. Robert Demmons, Chief of Department, recalled that his perception was that Ed Campbell was speaking as a private citizen.

Commissioner Norman suggested that the following paragraph be moved further up in the text of the minutes to clarify this issue: *Chief Demmons wished to clarify that Lieutenant Campbell spoke before the Commission as an individual and not as a representative of the Department nor did he speak for the Administration.*

Commissioner Roeca accepted the above statement as a friendly amendment to his motion to approve the minutes. The minutes were approved as amended.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. At the request of Firefighter John Darmanin, Acting President Roff directed that Items A (Management Services), B.1 (Probationary Appointment), and E (Termination) be removed from the Consent Calendar.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during February 2000.

Division of Management Services (Removed from Consent Calendar)

Submitting monthly report from Division of Management Services concerning activities performed during February 2000.

Physician's Report

Submitting biweekly reports of Fire Department Physician concerning disability injuries from February 19 through March 3, 2000.

B. Appointments

1. Probationary Appointment (Removed from Consent Calendar)

   Reporting the following *probationary* appointment *effective March 6, 2000:*

   1233 EEO Program Specialist
   Suzanne Wong (vice: James Pearce)

2. Permanent Appointments

Reporting the following *permanent* appointments *effective February 28, 2000*

H3 Firefighter Paramedic

Jonathan Baxter	Mark Gradney
Stuart Sprung	Leon White

The above four H3 Firefighter Paramedics are appointed vice H2 positions

(Note: This item was previously reported in Fire Commission Minutes 03-09-00)

3. Permanent Exempt

Reporting the permanent *exempt appointment* of 0114 Commissioner Pat Norman effective March 8, 2000.

4. Temporary Appointments

Reporting having made 272 temporary appointments February 19 through March 3, 2000.

C. Leaves of Absence

Submitting request for leave of absence with pay for Inspector Tyrone Pruitt, Bureau of Fire Prevention, for 5 days, May 22 through May 26, 2000, in order to attend a class given by International Association of Black Professional Firefighter at Dillard University, New Orleans. All expenses will be paid by Inspector Pruitt. He will not be replaced.

Submitting request for leaves of absence for Inspectors Kevin Callaghan and Terrence Smith, Bureau of Fire Prevention, for two days, March 16 through March 17, 2000, in order to attend a training class given by Peninsula Community Services in Millbrae, California. Registration fee will be paid by the department. Inspectors Callaghan and Smith will not be replaced.

D. Retirement

Communication received from Retirement Board indicating the following member has retired:

Name	*Rank*	*Type*	*Retirement Date*
May, Gary A.	H-20 Lieutenant	Service	February 16, 2000

Retirement Certificate will be presented at a Fire Commission meeting during May 2000.

E. Termination (Removed from Consent Calendar)

Submitting termination of *1426 Sr. Clerk Typist Eunice Booker,* EMS Division, effective close of business February 28, 2000.

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 6	99-0-153	1/15/00	510	C	File

Officer: T/Lt. Paul Crawford; Driver: FF Robert Matiek
Cause: *Did not gain control of intersection*

While crossing an intersection against red light, Engine 6 struck civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 41	99-0-154	1/21/00	717	A	File

Driver: FF/Paramedic Kristina Nelson
Cause: *Misjudged clearance*
While transporting patients to hospital, Medic 41 lightly struck stopped civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 14	99-0-155	1/24/00	730	B	Bill

Driver: FF/Paramedic Andre Birkhoff
Cause: *Struck by civilian vehicle*
While parked at an auto accident, Medic 14 was struck by truck and trailer trying to pass.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 2	99-0-156	1/25/00	619	A	File

Officer: T/Lt. Christopher Diaz; Driver: FF Joseph Guttman; Tiller: Henry Choy
Cause: *Misjudged clearance*
While returning to quarters and backing into station, Truck 2 struck vehicle parked in truck bay. No spotters were posted.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 7	99-0-157	1/26/99	620	A	File

Officer: T/Lt. Mike Wong; Driver: FF Jerry Heffernan; Tiller: Peter Arnautoff
Cause: *Misjudged clearance*
While passing double-parked civilian vehicle, Tiller operator misjudged clearance and struck side of vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 10	99-0-158	1/29/00	708	C	File

Driver: Paramedic Uwe Blesching
Cause: *Deficiency in defensive driving technique*
While responding with red light and siren, Medic 10 attempted a U-turn in an intersection and struck civilian vehicle .

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 11	99-0-159	1/29/00	591	C	File

Officer: Captain Chris Gargano; Driver: FF Dennis King
Cause: *Misjudged Clearance*
While responding to Code 3, Engine 11 lightly struck stopped civilian vehicle without noticing impact.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 21	99-0-160	1/30/00	526	A	File

Officer: Lt. Michael Drake; Driver: FF Larry O'Brien

Cause: *Misjudged clearance*

While backing up to loading dock in Safeway parking lot, Engine 21 struck a stanchion. Spotters were posted but were directing civilian vehicles and pedestrians.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Battalion 3	99-0-161	1/31/00	921	A	File

Driver: Chief's Operator Harold French

Cause: *Misjudged clearance*

While backing into driveway of Station 35, Battalion 3 struck a construction barrier. No spotter was posted even though barrier was in blind spot of driver.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 36	99-0-162	1/31/00		B	File

Driver: Paramedic Frank McMahan

Cause: *Struck by civilian vehicle*

While responding to Code 3 and making right turn, Medic 36 was struck by civilian which did not heed siren and kept moving.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 8	99-0-163	2/2/00	724	B	Bill

Driver: Paramedic Scott Richard

Cause: *Struck by civilian vehicle – hit and run*

While responding to incident, Medic 8 was stopped in an intersection due to traffic and was lightly rear-ended by civilian vehicle which left the scene.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 39	99-0-164	2/3/00	592	A	File

Officer: Lt. Thomas Abbot; Driver: FF Thomas Manini

Cause: *Misjudged clearance*

While responding to an incident, Engine 39 had limited clearance, due to vehicles stopped to let Engine 39 pass, and while proceeding through narrow passage struck civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 19	99-0-165	2/3/00	612	A	File

Officer: Lt. Rudy Guarjdo; Driver: FF Mathew Wayne; Tiller: Stephen Maguire

Cause: *Misjudged clearance*

While exiting from SFSU campus, Truck 19 drove through narrow security gate and struck metal pole by gate. Spotters were not posted.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 48	99-0-166	2/3/00	509	A	File

Officer: T/Lt. Joseph King; Driver: FF Brent Stuckert

Cause: *Misjudged clearance*

While responding to alarm and making a tight right turn, Engine 48 struck high curb.

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and Items A through F, with the exception of Items A (Management Services), B.1 (Probationary Appointment) and E (Termination), on the Consent Calendar were approved or ordered filed as appropriate.

A. Monthly Reports

Division of Management Services (Item Removed)

Submitting monthly report from Division of Management Services concerning activities performed during February 2000.

John Darmanin wished clarification on any organizational changes that have been made in the Management Services Division since he was not aware of them and they had not been recorded in the minutes. He wondered if they were reported in the Management Services monthly report. Chief Demmons responded that the EEO unit currently reports to the Director of Human Resources; furthermore, that organizational change had occurred at least two months ago and was not part of the monthly report. Mr. Darmanin wished further clarification on how to request reports and information. Chief Demmons suggested some options.

Commissioner Roeca moved for approval of Item 3.A. Monthly Report – Management Services and Commissioner Norman seconded. The motion was unanimously approved.

B. Appointments

1. Probationary Appointment (Item Removed)

   Reporting the following *probationary* appointment *effective March 6, 2000:*

   1233 EEO Program Specialist
   Suzanne Wong (vice: James Pearce)

Commissioner Roeca moved for approval of item 3.B. and Commissioner Nakajo seconded.

John Darmanin wished to know the circumstances of the provisional appointments of several Assistant Chiefs since the appointments have expired. (See Attachment Item 3.B. Appointments)

President Roff found no relevance to Item 3.B. in Mr. Darmanin's comment. He asked Deputy City Attorney Marie Blits to speak to this issue. Ms. Blits stated that since this item was part of the Consent Calendar, it does not entail questions and answers. Mr. Darmanin may make a statement but that there is another place on the agenda for general public comment.

President Roff called for the question and Item 3.B. Appointments – Probationary Appointments was unanimously approved.

E. Termination (Item Removed)

Submitting termination of *1426 Sr. Clerk Typist Eunice Booker,* EMS Division, effective close of business February 28, 2000.

Mr. Darmanin expressed his regret at the termination of Eunice Booker. (See attachment 3.E Termination). He wished to know what members of the Commission voted for this termination.

President Roff asked Deputy City Attorney Blits to respond. Ms. Blits stated that this was simply a notice from the department and that the Commission is only accepting a report of termination. The Commission has no jurisdiction and took no action other than to receive the report.

Commissioner Roeca moved for approval of Item 3.E Terminations and Commissioner Norman seconded. The motion was unanimously approved.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted 7 letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitting monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for March 2000.

The Secretary noted that the report of Chief of Department will be submitted at the April 13, 2000 meeting.

C. Election of Officers of the Fire Commission

Nomination and election for the office of President and Vice President of the Commission

Commissioner Roeca moved to nominate Hadley Roff for President and Commissioner Norman seconded. There were no questions or discussion and the motion was unanimously approved.

Commissioner Roeca moved to nominate Stephen Nakajo for Vice President and Commissioner Soulis seconded. There were no questions or discussion and the motion was unanimously approved.

President Roff stated that it was a rare pleasure to serve on this Commission, with Commissioners who were so conscientious and so able. He pointed out his particular kinship with Vice President Nakajo and was pleased that they would be partnering as President and Vice President.

Vice President Nakajo stated that he was ready to accept the challenge and the responsibility and that he was pleased to work with President Roff to continue the vision. Commissioner Nakajo expressed his appreciation of all the Commissioners and the officers of the department for their hard work.

At this point, President Roff asked Chief Demmons if he would like to make some introductions. Chief Demmons introduced Paul Tabacco as the new Deputy Chief of Operations replacing Harold Gamble who had retired. Additionally, Joseph Asaro has been promoted to Deputy Chief of Administration, after serving with distinction as Director of Training, and Dan Sullivan has been appointed as Assistant Deputy Chief for Support Services.

D. Public Comment

John Hanley, President, Local 798, congratulated both President Roff and Vice President Nakajo and commended the Commission on the wisdom of the selection. Additionally, he welcomed the three new members of the administration and looked forward to working with them.

Lieutenant Patricia Yuen, Coordinator, San Francisco Fire Department Neighborhood Emergency Response Team Training Program (NERT), invited the Commission to the citywide NERT drill which will take place on April 15, 2000. Ms. Yuen stated that it was NERT's tenth anniversary and since that first graduation of 27 Marina residents, over 10,000 people have been trained. She announced that a press conference will be held at 11:45 a.m., with the Chief of Department and the Director, the Mayor's Office of Emergency Services, speaking. Ms. Yuen hoped that some Commissioners would attend and, possibly, even speak. President Roff commended Lieutenant Yuen on this outstanding program.

Christopher Darmanin, student, wished to voice his concern regarding the protective gear of firefighters since his father and two uncles were firefighters. He stated that he had written to the Mayor and the Commission about the dangerous condition of the safety equipment. Mr. Darmanin was aware that the Fire Department has taken steps to correct these problems and hoped the policy and action plans would be fully implemented.

Furthermore, Mr. Darmanin wished to address an unfortunate incident that occurred in April 1998, when he was sixteen years old. At that time, he took a message from Chief Demmons, delivered by an officer, that his father was demoted. Mr. Darmanin was very upset by this message and found it insensitive. He has come before the Commission to receive an apology. (See Attachment 4.D. Public Comment).

President Roff believed that an investigation had been undertaken but the outcome had been inconclusive. Mr. Darmanin responded that it had been inconclusive because he was never contacted. President Roff explained that there had been a clarification of the rules to the effect that no communications of that type were to be telephonic.

John Darmanin, thanked his son for coming before the Commission. Prior to his public comment, Mr. Darmanin wished to ascertain that his comments, as submitted to the Secretary, would be published in accordance with the new Sunshine Ordinance. The Secretary responded that public comment of up to 150 words would be published with the minutes, as stipulated by the Sunshine Ordinance.

Mr. Darmanin recounted a personal attack on himself by another firefighter while on duty at a fire station (See attachment C. Public Comment). Mr. Darmanin wished to bring up this incident before the Fire Commission, even though it occurred some time ago, to

demonstrate to the Commission of how improper it was of them to allow Lieutenant Ed Campbell to provide similar public comment about an event which also occurred some time ago, and which attacked Mr. Darmanin's integrity.

Commissioner Soulis called for a stop to these personal attacks at Commission meetings. He encouraged adherence to the Commission's three-minute rule for public comment. Commissioner Soulis believes that the Commission has been more than indulgent and sympathetic in allowing this type of public comment but it has proven unproductive and is neither good for the City or the department.

Tim Seufert and ***Richard Kay***, members, Haight-Divisadero Neighbors and Merchants Association, appealed to the Commission for assistance in obtaining some maintenance for the historic firehouse at 1152 Oak Street. Mr. Seufert stated that "Old 21" is in such disrepair that it is an embarrassment to the whole neighborhood. Promises of repair had been made but there never seemed to be enough money in the budget to start renovation. He noted that the neighborhood is regenerated and a great place to live although "Old 21" is one of the last remaining eyesores in the lower Haight, even though it is a landmark building. Mr. Seufert re-iterated his appeal and offered his and the Haight-Divisadero Neighbors and Merchants Association help to facilitate a renovation.

Commissioner Soulis agreed with Mr. Seufert's comments and noted that he had property in this neighborhood since 1984. He had urged the Administration to allocate some funds for the renovation and even volunteered to fundraise with his artwork. Commissioner Soulis asked Assistant Deputy Chief Massetani to address this issue.

Assistant Deputy Chief Massetani pointed out that the department, with assistance from the Bureau of Architecture, is considering some improvements. Under discussion was not only the proper color coding for the building but also whether the building should undergo a cosmetic change only or if seismic upgrades and ADA accessibility problems should also be addressed.

Richard Kay reviewed the historical aspects of the building and its landmark status but he noted that while the rest of the neighborhood had improved, "Old 21" remains a blight. The Haight-Divisadero Neighbors and Merchants Association had meet two years ago with representatives of the Fire Department and had been promised that funds were allocated for the building's renovation but the money was used for other needs in the department. Mr. Kay and his group are concerned that this could happen again. He hoped that he could stay in touch with Assistant Deputy Chief Massetani regarding any plans for the building.

Commissioner Norman, whose office is nearby, noted that she is very familiar with this building and has seen it falling apart piece by piece; she would like to be informed regarding what steps are being taken for the renovation of the building.

President Roff announced that the Phoenix Society of San Francisco would be holding its annual award dinner on Wednesday, March 29, 2000, honoring Firefighter of the Year, Lieutenant Charles Crane. Anyone wishing further information about the dinner, should contact the Secretary.

E. Communications Received by Commission

Five communications were received by the Commission from March 3, 2000, through March 16, 2000.

F. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7.15 p.m.

Tania Bauer
Secretary

Blood Centers
of the Pacific

Irwin Center
270 Masonic Avenue
San Francisco, CA 94118
PH: 415/567-6400
FAX: 415/921-6184

March 9, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

I would like to extend my deepest thanks and congratulations to you and the people at San Francisco Firefighters Local 798. Your committed service to the community was evidenced again at your recent blood drive held at the Irwin Memorial Center.

During your blood drive March 1st, 2nd, and 3rd, 2000 we were able to collect 133 units of lifesaving blood. I cannot emphasize enough the invaluable role the San Francisco Firefighters play in assisting us to collect the blood relied on by the hospitals in the Bay Area. Your group has played a vital role in saving the lives of many local patients. Your work could not be appreciated more by approximately 399 patients whom have already benefited from this blood drive.

It is groups like the San Francisco Firefighters that make it possible for the Blood Centers of the Pacific to supply blood and save lives daily. In 1999 your organization sponsored three blood drives for a total of 704 units, resulting in over 2,500 patients lives saved. This was accomplished by the enthusiasm and support of the coordinators Bob Arzave, Mark Sikora, and Romelia Scott who are devoted to this life-saving cause. Thank you for your cooperation to make these invaluable coordinators available for the days of the drive.

Please extend my thanks to the donors who came to the center to share the Gift of Life, and the team of recruiters who made it possible. Thank you as well to the Firefighter Department for the assistance and cooperation to make the blood drives successful. My thanks is small compared to the thanks you would be given from the patients and their families whom your group has helped.

Sincerely,

Naomi Sever
Account Representative
Donor Recruitment Department

Enclosure

LAW OFFICES OF
LELAND, PARACHINI, STEINBERG,
MATZGER & MELNICK, LLP
333 MARKET STREET - 27TH FLOOR
SAN FRANCISCO, CALIFORNIA 94105-2171
TELEPHONE: (415) 957-1800
FACSIMILE: (415) 974-1520

LOS ANGELES OFFICE
BILTMORE TOWER
500 SOUTH GRAND AVENUE
LOS ANGELES, CALIFORNIA 90071-2609
TELEPHONE: (213) 623-7505
FACSIMILE: (213) 623-7595

HARVEY L. GOULD

March 7, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Re: Medic No. 35

Dear Chief Demmons:

I am writing to say thank you to your paramedic crew that responded to a call to help me at my office in the late afternoon on Thursday February 10, 2000. The crew was here very fast and, once they arrived, acted in an extremely efficient manner. They ended up taking me to UCSF Emergency, and acted professionally throughout their handling of the episode.

I certainly don't recommend that all citizens find out for themselves how efficiently your paramedics can operate, but I now know from firsthand experience that they can be of extraordinary value. Anyone who has an episode requiring the use of paramedics is likely to be scared. I know I was, but your crew took command of the situation without being alarmist. The head of the team continued to inform me what she was doing and why. I assumed part of what she was doing was also to continue to evoke responses from me to assure that I was conscious and oriented, and although I was not feeling well, I did not mind the intrusions because I knew she was doing her job.

I am sure you get complaints about response time, inefficiencies, etc. so I figured you (and particularly the crew) deserved to hear from someone with no complaints to register, but who simply wanted to say thanks for a job well done.

Sincerely,

Harvey L. Gould

HLG/kah

{S:\admin\0999\ltr\250815.DOC}

545 - 39th Avenue, #8
San Francisco, CA 94121
March 8, 2000

Robert L. Demmons
Chief, Fire Department
698 Second Street
San Francisco, CA 94107

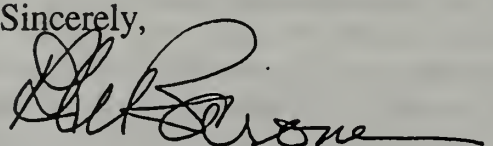
Dear Chief Demmons,

I wanted to take a moment to express my gratitude for allowing us to setup a polling place inside of the Firehouse at 499 - 41st Avenue in San Francisco. The crew at Engine 34 are gracious hosts, and on behalf of myself, and the other volunteers that work with me, we sincerely appreciate their hospitality.

This is the fourth time that I have worked in this Firehouse, and each time, the (same) crew has gone out of its way to make sure that we are comfortable and not in want for anything. Engine 34 is an asset to the San Francisco Community.

Again, thank you!

Sincerely,



Robert M. Barone

To whom it may concern,

We are writing to thank Firefighters John and Frank for their wonderful presentation in February.They came to our school, Coleman Elementary and did an excellent program full of very important information!

The 75 students that attended were grades Kindergarten and First. All of the students especially enjoyed the hands-on part of the program. This is where they put their uniforms on and did a "mock" search and rescue.

Both John and Frank had an appropriate program for the young students. They focused on topics such as a "meeting place, 911, smoke detectors in the house, and what a fire can really do!" All of these topics the students learned from! Each student received a coloring book full of information!

John and Frank should present this to every school in San Francisco! They were personable, funny, kept the students under control and still were able to present! We want to thank them for taking time out of their day to help the students of Coleman Elementary!

Sincerely,

The Kindergarten and First grade teachers of Coleman Elementary School

February 18, 2000

PUPIL SERVICES
1950 Mission Street, Rm. #8
San Francisco, CA 94103

Mr. Robert Demmons
SF Fire Fighters Chief
698 2nd Street
San Francisco, CA 94107

Dear Mr. Demmons:

This letter is being sent to you to inform you of the outstanding services the San Francisco Fire Fighters Toy Program have delivered to the Family Mosaic Project.

The goal of the Project is to provide San Francisco children and youth who have serious emotional problems, and who are at-risk of out-of-home placement, with a local system of culturally competent services which will enhance family unity, capability and responsibility. Over the past nine years, during my tenure at Family Mosaic Project, every Christmas season, we have been the recipients of more than one hundred toys for the youngsters we serve. The gifts have truly brightened the lives of our clients and have kept hope and love alive for them. Many of them would have not received presents without the help of the Fire Fighters Toy Program.

Thanks are in order - for the SF Fire Fighter Toy Program and to all the fine fire fighters for volunteering on their days off to brighten the lives of children and their families during the Holiday Season.

Sincerely yours,

E. Nell Pumphrey

E. Nell Pumphrey

CC: Mr. John Voelker
SF Fire Fighters Toy Program
1139 Mission Street
San Francisco, CA 94103

STANFORD UNIVERSITY MEDICAL CENTER
STANFORD, CALIFORNIA 94305

STANFORD UNIVERSITY SCHOOL OF MEDICINE
Department of Medicine

19007

February 18, 2000

Hon. Willie Brown
San Francisco City Hall
400 Van Ness
San Francisco, CA 94109

RE: Paramedic Commendation

Dear Mayor Brown:

I wish to commend the Paramedic team 28 of Station 2 which rendered magnificent emergency medical care, on very short notice, to my wife, Carol, on the rainy evening of February 11, 2000. We were dining at Anjou Restaurant on Compton Lane in San Francisco and their response was remarkable. Their kindness and medical proficiency were of the highest caliber. The medics who attended my wife were **Larry Para, Rafael Cordon** and **Mike Menefee.**

We are most grateful and indebted to this team.

Sincerely yours,

Peter Kornfeld, M.D.
Clinical Professor of Medicine

18954
ext.

2. 13. 2000

RECEIVED
FEB 15 2000
MAYOR'S OFFICE

Dear Ms. Mayor,

On the 31rst of January I had to call 911. My husband, Jerry, was having severe chest-pains. Medic 18 answered my call. They responded within minutes. They were the kindest, most concerned and efficient people I could have asked for. I think that when someone does an excellent job it should be recognized.

Sincerely

Ruth J. Stafford

Public Comment Statement – This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission

Item 2. **Approval of the Minutes**
Public Comment by John Darmanin

I would also like to mention that I reviewed the minutes of the March 9, 2000. After I read the comments made during Public Comment, it appeared and was strongly represented that Lt. Ed Campbell, Public Information Officer was speaking on behalf of the Fire Department. I also reviewed the videotape of his comments and the same impression was perceived during that viewing. I want the record to reflect tonight that by allowing Lt. Campbell to read an inaccurate excerpt from an unofficial transcript of comments made on a radio talk show over two years ago was foolish, slanderous and inconsistent with previous rulings you have made in the past. You have previously told me that the Fire Commission was no place to level personal allegations against individuals. In this instance, not only did you allow Lt. Campbell to attack my integrity and good name, you assisted him.

Item **3.A. Consent Calendar, Monthly Reports – Management Services**
Public Comment by John Darmanin

I would like to know if all of the Monthly reports are reviewed by the fire commission before a motion is made to accept them? I would also like to know if the Management Services report submitted tonight, explains why the EEO unit no longer reports to the Management Services Division Chief? I understand that the EEO unit now reports to the newly created position of Human Resources Director. I would like an explanation from the fire commission or if possible, can I submit a request to the Fire Department Chief, as a private citizen, without going through the chain of command.

Item **3.B. Consent Calendar, Appointments**
Public Comment by John Darmanin

Over three years ago, in 1996, there were a number of Assistant Chiefs appointed on a Provisional basis. The way I understand the City Charter, provisional appointments shall not exceed three years and may only be renewed with the approval of the Board of Supervisors and upon certification by the Human Resources Director that for reasons beyond his or her control the Department has been unable to conduct examinations for these positions. I also understand that the Board of Supervisors granted a 6-month extension to these provisional appointments in June 1999. That extension expired in January 2000.

I have several questions. First, are these Division Chiefs still being carried as provisional appointments? If so, that would make the Fire Department in violation of the City Charter, would it not? Secondly, if their provisional appointments have expired, does that mean that they are technically like work, like pay?"

Item **3.E. Consent Calendar, Terminations**
Public Comment by John Darmanin

I want to express my deep sorrow and regret to Eunice Booker, who is listed in this agenda item as being terminated. She was a valued civilian member of this department and it is beyond belief that this fire commission would allow such extreme punishment to be leveled against her. I have no doubt that this will result in yet another lawsuit brought against the fire department and I am sure it will be successful. The members of the Fire Commission who were involved in this action should be ashamed of themselves. I would like to know who voted to terminate Eunice Booker. Can you answer that question for me?

Public Comment Statement **– This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

Item **4.D. Public Comment**
Public Comment by Christopher Darmanin

My name is Christopher Darmanin. My father and two Uncles are SF firefighters. I am 18 years old and attend George Washington University in Washington, DC. This is my first time attending a Fire Commission meeting. Last month, I copied the Fire Commission with a letter I wrote concerning the dangerous condition of Safety Equipment worn by San Francisco Firefighters. As a result, the Department has made efforts to correct the problems. I just hope that the Fire Commission ensures that the recently submitted policy and action plan is implemented.

Secondly, nearly two years ago when I was 16 years old Chief Michael McKinley called my house and told me to tell my father that he had been demoted back down to firefighter and was going back to the firehouse.

It was very insensitive to give a 16-year old such bad news and I am here to receive an apology.

Public Comment Statement – **This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

Item **4.D. Public Comment**
Public Comment by John Darmanin

I was physically assaulted by a firefighter while working in the firehouse. I sustained injuries to my jaw. Eight firefighters had to get this firefighter off me. This firefighter was angry with me because I filed charges against him. While we were waiting for this matter to go to trial, Chief Demmons attempted to compel my only witness into dropping the charges filed against this other firefighter. Luckily, my witness had character and integrity and refused to be bullied and threatened into submission. Later this firefighter was arrested and convicted of charges relating to this assault.

This happened a long time ago and I have tried to forget the incident. I wanted to tell you this story to demonstrate to you how improper it was for you to allow Lt. Ed Campbell to bring up an old, stale issue using words taken out of context and reading from an unofficial transcript.

Public Comment Statement – **This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

MINUTES OF THE FIRE COMMISSION
Special Hearing, Thursday, April 13, 2000 - 4:00 p.m.

698 Second Street, Room 221, San Francisco, CA 94107

DOCUMENTS DEPT.

JUN - 5 2000

SAN FRANCISCO
PUBLIC LIBRARY

Item
No

1. On **ROLL CALL,** the following were noted present:

   Commissioner Russell S. Roeca
   Note: Commissioner Roeca has been appointed by the Commission to sit for the Hearing.

2. **PUBLIC COMMENT**

   John Darmanin wished to know if a single Commissioner sitting as a hearing officer would now become standard for upcoming hearings. Commissioner Roeca responded that it is allowable under the Charter and that the Commission had appointed him. He added that Local 798 had objected to this and it would be addressed later in the hearing.

   Mr. Darmanin was also concerned that the hearing was not noticed, as were previous hearings. He assumed that it was technically not a regular Commission hearing since there was no quorum of Commissioners present. The Secretary responded that the meeting was noticed by being posted to the Library and on the Commission bulletin board. Commissioner Roeca added that the Commission would take Mr. Darmanin's observations under consideration.

   John Hanley, President, Local 798, wished to state the union's objection to a single hearing officer being used in disciplinary hearings. The union believes that this is a change in *conditions* and should, therefore, be subject to *meet and confer* provisions as set forth in the Charter of San Francisco, Section A8.590.

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST REYNALD BACIGALUPI** (Continued from Meetings of 1/27/00, and 2/10/00)

   Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 2, 1999, against Firefighter Reynald Bacigalupi for violation of a prior Settlement Agreement with the Fire Commission, which provided that a tested blood alcohol level of 0.04% or higher would constitute cause for termination.

   This portion of the hearing, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957.

   Firefighter Bacigalupi did not request a closed hearing.

A. Hearing

Commissioner Roeca established that the following parties were present: Vincent Courtney, Jr., represented Renald Bacigalupi, who was present; also present: John Hanley, President, San Francisco Firefighters Local 798. Pamela Thompson, Deputy City Attorney, represented the Fire Department and Marie Blits, Deputy City Attorney represented the Fire Commission.

Commissioner Roeca requested that each counsel present a list of witnesses that would be testifying. A number of legal and procedural issues were raised by both parties during this process.

Upon hearing both parties' presentation, Commissioner Roeca noted that the scope of the hearing had expanded and requested that briefs be submitted by both parties addressing the legal issues raised, including the issue of the propriety of a Last Chance Agreement and the issue of a single Commissioner appointed as the hearing officer.

B. Hearing and Possible Commission Deliberations on Formal Complaint

The Special Hearing was continued to June 8, 2000, 4:00 p.m., with Commissioner Roeca hearing oral arguments on briefs filed by the parties. The evidentiary hearing has been scheduled for August 9, 2000, 9:00 a.m., with continuance to August 10, 2000, 9:00 a.m., if necessary.

Please Note:

1. *The above only represents a summary of the proceedings. The transcript of the court reporter is attached.*

2. *The letter from the Secretary specifying the material that has to be submitted, and designating the respective dates of submittal, is also attached.*

4. ADJOURNMENT

The hearing was adjourned at 4:42 p.m.

Public Comment after Adjournment

Harry Paretchan, former member of the Fire Department and current member of the Health Board, spoke on behalf of Firefighter Bacigalupi.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
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Tania Bauer, *Secretary*

April 21, 2000

Vincent J. Courtney, Jr.
Courtney & Courtney
1375 Sutter Street, Suite
San Francisco, CA 94109-5434

Re: Firefighter Renald Bacigalupi Termination Hearing

Dear Mr. Courtney:

This letter is written following the April 13, 2000, hearing in the above-noted matter, to confirm scheduling and to provide further instructions as follows:

1. The parties shall each brief the legal issues raised at the April 13th hearing through oral and written argument, including the issue of the propriety of a Last Chance Agreement as raised by Firefighter's counsel, and including the issue of whether one Commissioner shall continue to hear the matter as a single Hearing Officer who will later advise the full Commission as to his findings and recommendations.
2. The Department's brief shall be filed in the Commission Office and served on opposing counsel on or before 12:00 noon on May 15th.
3. Firefighter Bacigalupi's responsive brief shall be filed in the Commission Office and served on opposing counsel on or before 12:00 noon on May 25th. At that same time, Counsel for Firefighter Bacigalupi shall also identify any evidence requested but not yet obtained
4. The Commission Secretary shall schedule a date in June for oral argument on the briefs before Commissioner Roeca.
5. Evidentiary hearing is scheduled August 9 and 10, 2000.
6. Prior to the evidentiary hearing counsel shall confer and provide the following documents to the Commission office:

   A. Any motion(s) from either party:

      (1) The motion must be in writing, with a supporting memorandum of points and authorities, and with supporting exhibits if needed. The motion(s) and all supporting papers must be received at the Commission office on or before 12:00 noon on Wednesday, July

19, 2000 in order to be considered. The motion and all supporting papers must also be delivered to the office of opposing counsel on or before the same date and time.

(2) Opposing counsel must either file opposition papers or a statement of non-opposition at the Commission office on or before 12:00 noon, Wednesday July 26, 2000, and deliver said document(s) to the office of opposing counsel on or before the same date and time.

(3) Reply papers may be submitted to the Commission office on or before 12:00 noon on Wednesday August 2, 2000, and if submitted must be delivered to the office of opposing counsel on or before the same date and time.

B. A Joint Statement, on or before 12:00 noon, Wednesday, August 2, 2000, containing:

(1) A statement of issues to be decided, specifying which items are disputed and which are undisputed, and summarizing the opposing positions on each disputed item;

(2) A pre-numbered list of undisputed exhibits, with a proposed stipulation for admission;

(3) A statement of undisputed facts, with a proposed stipulation for admission;

(4) A pre-numbered list of disputed exhibits, with a summary of the opposing positions on each item, preferably presented in a chart form;

(5) A statement of disputed facts, with a summary of the opposing positions on each item;

(6) A list of proposed witnesses from each party, with a time estimate for each, and a brief description of the proposed testimony.

Thank you very much for your cooperation and consideration.

Very truly yours,

T. J. for

Russell S. Roeca
Commissioner

cc: Members, Fire Commission
Marie Blits, Deputy City Attorney

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BEFORE THE FIRE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
---oOo---

In a Matter between
SAN FRANCISCO FIRE DEPARTMENT,
Employer,
and
SAN FRANCISCO FIREFIGHTERS LOCAL 798,
Union.

FIREFIGHTER REKALD BACIGALUPI,
Grievant.

COPY

TRANSCRIPT OF PROCEEDINGS

April 13, 2000

Pages 1 through 37, Inclusive

Fire Commission
698 Second Street
San Francisco, California 94107-2015

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*STEPHEN A. NAKAJO, Acting Vice President
RUSSELL S. ROECA, Chairperson/Commissioner
*TED M. SOULIS, Commissioner
*PAT NORMAN, Commissioner

* Absent

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San Francisco, California — April 13, 2000, 4:00 p.m.

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SECRETARY BAUER: This is the Special Meeting of Special Hearing of the Fire Commission on Thursday, April 13th, 2000. 4:00.

Item one. Roll call.

Commissioner Russell Roeca.

CHAIRPERSON ROECA: Present.

SECRETARY BAUER: Be it noted for the record, Commissioner Roeca has been appointed by the Commission to sit for the hearing.

Is there any public comment at this point in time?

CHAIRPERSON ROECA: Hello, Mr. Darmanin.

PUBLIC SPEAKER

MR. DARMANIN: Good evening. Or good afternoon, I should say, Commissioner.

The only public comment I had was I think when it was first decided that a hearing officer, yourself, was going to be appointed, I had some questions then about, you know, the process, because it was a first to me that a hearing officer would be appointed in a matter dealing with a disciplinary action. And as far as I know, this is the first time that this has occurred.

And I guess I had a couple of questions relating to this hearing because I understand that this week also there was another disciplinary hearing a few days ago. And I was just wondering, was a disciplinary officer or hearing officer appointed for that as well? Or was that a full meeting of the Fire Commission?

CHAIRPERSON ROECA: It was an open hearing. The Commission sat en banc, I guess, one would say. We were all present. It was an open hearing. And you certainly could have brought your videotape and been here for that hearing.

But in response to your question, I was duly appointed for this hearing. It is something that I believe is contained in the Charter and is done by the Police Commission. But it is an issue which is being addressed here today, so — and we'll get to it.

Any other questions?

MR. DARMANIN: That was my concern, whether or not this was just the standard for the future or what.

CHAIRPERSON ROECA: No. Not — I can't say that it is or is not. I can just tell you that it is part of the City Charter which permits this to happen is my understanding, and it was requested that I be appointed for this purpose. But I know that the union has raised an issue, and it's going to be something which is going to be

addressed. I don't know how far we're going to get today.

One of the things I want to raise before we get started, Counsel, in this, is — are some of the issues that were, in fact, raised.

First of all, this initially, originally, was a closed hearing. I don't know if the parties requested it continue as a closed hearing or that it be an open hearing. And so I would raise that at this juncture for the parties.

MR. COURTNEY: Okay. That issue hasn't been raised with us before. Our preference would be that the hearing would be an open hearing.

CHAIRPERSON ROECA: We have no objection to that. If that's what Firefighter Bacigalupi would request — excuse me, if I was inappropriate in the pronouncement of your name.

If that's what he requests, that's fine. We can go forward with an open hearing.

MR. COURTNEY: Thank you.

CHAIRPERSON ROECA: The original hearing was closed, so the materials therein get exposed.

MR. DARMANIN: And the follow up on today's hearing was that of the notice of this hearing. I understand — at least, if I interpret what the information was — the fact that this hearing was not noticed as were previous hearings. And I'm a little concerned about that

because I guess the reason it wasn't noticed is because this — technically, there's no quorum here, so that maybe it's not considered a Fire Commission meeting per se, but rather a hearing. And because it doesn't fall into the definition of a Fire Commission meeting, for that reason I assumed that it was not noticed for that purpose?

SECRETARY BAUER: The meeting was noticed. It was put up onto our bulletin board, and it was sent to the public library for notice. It was not distributed as a full agenda, as a full agenda would be normally distributed.

MR. DARMANIN: Okay. I guess that was the confusion because I know the firehouses, to the best of my knowledge, were not noticed of this meeting nor was I. I'm on the mailing list.

So I was just concerned whether or not that would be the case in the future, that we were not going to be noticed for special meetings.

SECRETARY BAUER: We'll have to consider that if we continue to have one commissioner sit for the hearing.

CHAIRPERSON ROECA: Mr. Darmanin, we'll take your observations into consideration, and they will be addressed.

MR. DARMANIN: Okay, great.

Thank you very much.

PUBLIC SPEAKER

MR. HANLEY: Commissioner, John Hanley.

The reason I'm in uniform today is because I was notified that I was to speak before the — before you, so that's why I'm in uniform.

The union's position is reflected in a letter which was sent yesterday which you're well aware of.

CHAIRPERSON ROECA: Correct.

MR. HANLEY: We believe that it's a change in the conditions, and it should be bargained with the Meet and Confer.

CHAIRPERSON ROECA: Absolutely.

MR. HANLEY: It's reflected in the letter.

CHAIRPERSON ROECA: Thank you, Mr. Hanley. I appreciate that. And we have received that, and it is something that we're going to evaluate. Obviously, it was something that was received yesterday, and we're dealing with that.

Now, what I want to raise — and I've been requested — it's been requested by the parties — that we continue the hearing because there are a number of — one counsel says it's been expanded. There are significant issues being raised at this hearing, and we want the firefighter to have the full opportunity, requirements which — whatever may be necessary.

But what I want to do — we're going to consider the issues which have been raised by the issue — by the union — excuse me — in terms of whether it's appropriate to handle it with one hearing officer or whether we should have the entire Commission present. We'll consider these and let everyone know.

But what I want to do now is get a sense of who the witnesses are going to be, when we can reset this to have it heard fully, whether it's going to be in front of the appointed officer or the full Commission.

So could we do that?

MR. COURTNEY: Yes, Commissioner. And I appreciate your comments about the proceedings.

The witnesses that we would plan on calling are —

CHAIRPERSON ROECA: Could I do one thing?

MR. COURTNEY: Yes.

CHAIRPERSON ROECA: I hate to interrupt you. Could I have you state your names for the record, so we can have a complete record of who's here.

MR. COURTNEY: My name is Vince Courtney. And it's my privilege to represent Ren Bacigalupi.

CHAIRPERSON ROECA: Thank you.

MS. THOMPSON: Pamela Thompson, Deputy City Attorney, representing the fire department.

CHAIRPERSON ROECA: Thank you.

MR. COURTNEY: The witnesses that we would want would be Mr. Bacigalupi's supervisor, his lieutenant and his captain. He's worked with them for years. And we've already submitted a declaration on their behalf, but I think it would be better if they could testify.

They would testify to his condition on the date that he was tested. He went back to work. He — I believe he drove that day. We're attempting to get the journal, but it's down at headquarters for whatever reason.

They would also testify as to their experience with him as a firefighter in his past performance. We wouldn't go into that in great length. We would submit his performance evaluations for that purpose.

We also would have a toxicologist come because we're going to contest the validity of the results of the urine test. We're not contesting the chain of custody. We're not saying anybody doctored it. We're not saying that the test was — once the sample was taken down to the Hall of Justice, that it was improperly rated or tested. But we are going to contest the procedure. Two things basically: One is just the urinalysis tests themselves; and, secondly is the procedure that was used to get the sample that was tested. I'm not an expert in that, but we will have somebody.

The next thing that we would have is we're raising the issue of prior practice. And we would have one witness, a retired chief, who will testify as to the specific practice that the department had in the past with respect to the application of last chance agreements.

And what we're going to be arguing, I believe, based on what I've been told, is that in the past, a last chance agreement has been applied to people who have had drug problems on or off duty, or to people who have had alcohol problems on duty, but never before has the department applied a last chance agreement to a firefighter for an off-duty drinking incident. And if that's the case, then I think the union has also made the argument that the policy is being expanded to cover people in situations it didn't cover previously.

So that would be — I'm not sure who that chief will be because we haven't figured it out yet, but we've talked to a couple of them.

In addition to that, I would ask that the president of the union testify briefly on the Meet and Confer issues and his own personal experience with Firefighter Bacigalupi.

If you could give me just a minute, I think in addition to Mr. Marks, Lieutenant Dryden, Captain Fulmer, Ren Bacigalupi, a chief, and the union rep, we may or may

not have Mrs. Bacigalupi testify depending on — you know, the City is going to put its case on first, and depending on what they say, we'll make a judgment at that point in time.

Now, I don't expect that to take more than like one normal session. I don't think it's going to be a two-day hearing. I think we can do this all fairly quickly.

CHAIRPERSON ROECA: When you say, "one normal session," we have sort of a policy here — we let people put on their cases.

What does "one normal session" mean to you? A day? Half a day?

MR. COURTNEY: I'd say less than a full day. Probably more than a half. We have submitted prehearing briefs.

CHAIRPERSON ROECA: I've revieved all of that, and I appreciate it.

MR. COURTNEY: Okay.

CHAIRPERSON ROECA: Ms. Thompson.

MS. THOMPSON: Our case will be pretty much as we indicated before. And that is we would call Captain Burke on the sampling. We'd call the chief medical examiner, Dr. Stephens, on the urinalysis test and the effects of alcohol within the system. We would call a department

representative about its recommendation in this case and perhaps to testify regarding the duties of the firefighter. And, if necessary, depending on how this is organized, we may call somebody from the City Attorney's office regarding the original agreement.

My concern is, as you probably have understood from my letter, is that I see this hearing as being restricted to the issue of whether the firefighter violated the terms of the agreement. And if the Commission is in accord with that, then this is a very narrow hearing in which that is the only obligation of the department to show. Were the terms violated?

Other issues as to the firefighter's performance, toxicology issues, all of that, I just don't — I don't think —

CHAIRPERSON ROECA: You take the position it's out the window; it doesn't matter.

MS. THOMPSON: That's right. Even as to the urinalysis because that is —

I think what is going on here is that the member is attempting to undermine and to undo the agreement that he previously made. And that's the issue that I think the Commission has to address first.

CHAIRPERSON ROECA: I understand that that's your position. I understand the firefighter's position and

concerns. And there are serious concerns here obviously. It's his livelihood. And so I want to make sure that we have a full and complete opportunity to evaluate the circumstances.

The union has also raised collateral issues about the agreements which were entered into and the propriety of that under the circumstances. And so what I would like to have done in advance — also one thing in addition, in advance to the next date of hearing, is a brief from the City on that very issue, okay, on the issue of the propriety of the last chance agreement. All right?

Is that understandable?

MS. THOMPSON: That is.

CHAIRPERSON ROECA: Okay. Good. I'd appreciate that because that seems to be a very significant issue that's being raised for the Commission to consider as well.

But I do understand your position in the case.

MR. COURTNEY: Do you want a response from us on that, too, Commissioner?

MS. THOMPSON: Well, actually, I think —

CHAIRPERSON ROECA: Well, you addressed it, I believe, in your brief already if —

MR. COURTNEY: Okay.

CHAIRPERSON ROECA: — I'm correct. I read the briefs. I read everything that was submitted to me, all

the correspondence from the outside, from third parties. And so that's — I'm trying to focus this now so the next time we meet we all are on the same page.

MS. THOMPSON: If I could just say something though. If we do — if the hearing does end up including all the witnesses that have just been described, based on my experience with the last couple of hearings that we've had, I think that saying a half a day or even a day is incredibly optimistic, and that we're talking more about two days when we're talking about the numbers of people that would be testifying.

But that's a decision that, obviously, the Commission could make once you've decided what the scope of this hearing is going to be.

CHAIRPERSON ROECA: Yes. And I know that the firefighter has waived time in any event already, and that's not an issue.

MR. COURTNEY: That's correct.

CHAIRPERSON ROECA: One of the problems, obviously, is getting five individual commissioners together to sit two days in a row to hear these things. But we do it. We do it on Saturdays, and we do it in the late hours. So we're willing to do that. And, obviously, I came down here today. And I was here yesterday, so —

Why don't you provide us —

Why don't we do it such that we have two days in a row that, theoretically, we can participate if it were to go two days.

MS. THOMPSON: May I say something? What I would like to do is, actually, if I could submit my brief, and then we could have a ruling from the Commission as to what the scope is going to be. That makes a big difference on timing and preparing. I mean, if I find out that I only have to prepare for two witnesses, it makes a difference in my calendar as to when I'm available. If I have to have two days available, that's another matter for seven witnesses and an expert. So if we could get the scope determined first, I think that would be helpful.

CHAIRPERSON ROSCA: My preference would be to get it set because it may be that to determine the scope will require testimony. That, I don't even know right now. And so what I want to do is get it set so that —

If we review it, it might be narrowed very quickly, and we may decide we don't need testimony. However, on the other hand, it may be that testimony is necessary given the positions that the parties have set forth. I'll have to wait and see what I see. So I think that it's important that we at least get it set and then we can be flexible that way.

Is that fair?

MS. THOMPSON: Yes.

CHAIRPERSON ROSCA: At least we have dates and we're set, and we aren't in limbo and it doesn't drag out.

MS. THOMPSON: I understand. I differ. I would prefer to have it done a different way, but I certainly accept the Commissioner's determination.

CHAIRPERSON ROSCA: I will state that we will in advance review the briefs. I can assure you that I will. And depending upon how the outcome is of the challenge to the designation of a single hearing officer as opposed to a full Commission comes out, if all of — all of us will have considered it in advance of the hearing. Okay?

MS. THOMPSON: Thank you.

CHAIRPERSON ROSCA: Dates.

MR. COURTNEY: That's fine with us.

CHAIRPERSON ROSCA: Okay.

MR. COURTNEY: We do plan on presenting evidence that I think will be relevant to the question concerning the prior agreement.

CHAIRPERSON ROSCA: I anticipated that.

Let's check out dates.

May. How does everyone look in May?

MS. THOMPSON: That's the problem on this end. I can get a brief to you by May 8th, but I am not going to be available until well into the middle of June for a two-day

hearing.

CHAIRPERSON ROSCA: I appreciate that. I heard you yesterday.

You can get a brief by May 8th?

MS. THOMPSON: Yes.

CHAIRPERSON ROSCA: That is satisfactory.

I would suggest, Mr. Courtney, that since we'll probably be setting this thing in June, that perhaps you ought to supply a response to her brief —

MR. COURTNEY: Okay.

CHAIRPERSON ROSCA: — within a limited number of days thereafter, so that there are no surprises as to what your responses are going to be. And you can indicate in there which witnesses you would be calling to present the factual issues that you think would be necessary on the point, so that we know — we can decide whether, in fact, we will need a hearing with factual witnesses.

MS. THOMPSON: And may I just suggest additionally, I thought that the procedure we used in the last matter was very helpful in having a statement and a mutual exchange of exhibits and witnesses.

CHAIRPERSON ROSCA: Correct. And that's something that we're instituting in this Commission, and that is that we do want that. We want to have an agreement by the parties as to which document — which evidence is

admissible so that we don't have to be arguing over that during these hearings, and the nature of the testimony that's going to be offered by each witness because that will then expedite things.

MR. COURTNEY: I had one request, too. As I mentioned, the journals that are maintained in the firehouse, the daily journals, they're not there for the period when Mr. Bacigalupi came down and was tested in 1997. I'd like to just make sure that that is made available, if it is available, to us.

And then there's a second request we had. We're contending that the discipline imposed against him is much more harsh than the way other firefighters have been treated in the past for very, very similar offenses. And in that regard, I would like to have access to the department's records of the discipline imposed on people who have had drinking offenses in the past, who have had charges brought against them as a result of incidents that arose out of their drinking specifically. Actually, intoxication would probably be better.

As I understand it, the chief is attempting to treat alcoholism the same way as drug offenses are treated. So it probably would make more sense to give us both. But I would like to get that.

I obtained from the Commission some records, but

they don't tell us — they don't give us the information that we need. For example, the record might say that the particular firefighter was charged with 3912 and the matter is pending, or —

CHAIRPERSON ROECA: These are the quarterly reports that were provided to you?

MR. COURTNEY: That's correct.

There's no way for us to see if that was the firefighter's first offense or not, or how it was ultimately disposed of. And there's no way for us to tell, for example, if —

My understanding in a case that I mentioned in my brief from evidence that I'm aware exists is that the firefighter was — got into a police problem off duty as a result of the officers questioning the fact that he was drinking too much. But he wasn't charged with 3912. And that was —

You can't tell from looking at these records whether the incident or the offense arose out of an alcoholism situation.

So I'd like to work out a reasonable way — I don't need the names of the individuals. We're not into violating privacy, but I'd like to get just those histories. And I don't think it would be too terribly difficult. We've done this in the police department.

We've done this in other City departments. We do it in litigation all the time.

MS. THOMPSON: What I think we need —

Mr. Courtney has provided some of his requests in writing to me. What I'd like to have is a full list of those, and then the department can review them and determine the route — whether we're going to produce them, whether we believe that they're relevant, whether there's protected and privileged information. And then if there's a disagreement at that point, then that can be brought to the Commission.

CHAIRPERSON ROECA: Then let's do that. And that's something that can be submitted well in advance and can be resolved along with the timing of the briefs that are going to be submitted as well. And so that we will — whatever you're entitled to obtain, you can obtain well in advance of the hearing. Okay?

MR. COURTNEY: Okay.

CHAIRPERSON ROECA: So I'm going to have the City's brief by the 8th. A complete recitation of whatever discovery you think is necessary for your defense should be provided. And you should meet with the city attorney, either in writing, or obviously your telephones work, work it out, and then get it in writing so it is in black and white on the day we're here at this hearing.

And if there are disputes in advance of the hearing, we can consider them in advance of the hearing, so that when we come to the hearing, they're resolved before we commence with witnesses so we don't waste time that day.

MR. COURTNEY: Very good.

MS. THOMPSON: And, actually, just so that we're all on the same page here, the issue of other records, for me, the answer to that is going to be dependent on the Commission's ruling as to what the scope of this hearing is.

CHAIRPERSON ROECA: Oh, absolutely. I mean, a lot of this would not be — if there's a determination that there was a settlement agreement that was entered into and we're just looking at whether it was violated or not, that's one thing. If it's —

But we're not there and they're entitled to prepare their defense.

MS. THOMPSON: No, I understand that. But just in terms of the logistics of that, I want to make sure that we're on the same page for the timing. And that is, before I would respond to his request for information, I would need to know the Commission's response. Because if the Commission told me all these things — "We're doing a full-blown hearing" then that gives him a better argument for its relevance; whereas, if it's not, then I'm not going

to dig up thousands of documents for something that may have no applicability whatsoever.

CHAIRPERSON ROECA: That may be the case. And so what I still want is I still want to have the requests that he believes are necessary made.

MS. THOMPSON: Yes.

CHAIRPERSON ROECA: And I would like with that a basis of why those documents would be necessary to undermine the sanctity, or whatever other word is appropriate, for the settlement agreement.

MS. THOMPSON: And so then the due date for that is — I'm sorry if I missed that.

CHAIRPERSON ROECA: May 8th is your responsive pleading.

I think that Mr. Courtney knows now pretty much what it is he wants, so he can get that to you pretty quickly in writing.

MR. COURTNEY: That's correct.

CHAIRPERSON ROECA: And a copy can be sent to the Commission so that we are aware of what is being requested. And then you can respond to that, and —

MS. THOMPSON: I can respond to it once I have the Commission's ruling. That's the problem.

CHAIRPERSON ROECA: Well —

MS. THOMPSON: Because, see — I mean, that is

one of the things in the case law that I argued in my brief, that issues of other penalties generally are not relevant when a last chance agreement is applicable. So if the Commission says, "All right, we think this is the scope of things," that's going to affect my response.

CHAIRPERSON ROECA: And I understand what you're saying. But there's a certain side of it is that Mr. Courtney is saying somehow this might undermine the ability of the department to enforce a last chance agreement under the circumstances of this case.

Is that correct, Mr. Courtney?

MR. COURTNEY: That's correct.

CHAIRPERSON ROECA: Okay. So that's only — there's a little bit of vagueness in there.

MS. THOMPSON: Well, really, there's a preliminary issue.

There are two different things. One is the — the issue that they're first raising has to do with does this violate in some way MMB. This has to do with the voluntariness issue. And that issue can be addressed, I think, first and fairly easily without digging into people's records. I mean, that is really the issue.

CHAIRPERSON ROECA: Yeah, one thing is for sure. We're not going to be disclosing identities of individuals just so — for prior disciplinary purposes. That's not

what we're looking for.

MS. THOMPSON: Right. But if you find that he has voluntarily entered into this agreement, that he chose to do this, that he opted to do it because for whatever reason he felt his employment was in jeopardy and he chose to enter into this agreement, then the issue of how other people are treated, what they are offered, what they're not offered, that's —

CHAIRPERSON ROECA: I understand your argument.

MS. THOMPSON: That's not —

MR. COURTNEY: We disagree entirely.

CHAIRPERSON ROECA: But I understand her argument. And it's her argument, so —

And you've stated yours, I think, so far.

MR. COURTNEY: And I don't want to hide the ball here because there's several issues we're going to raise with respect to the agreement.

I think the argument that is made by the union is a very sound one. The case we cited in our brief, the Modesto case, we're very familiar with it — it was our office that handled that case — we have been litigating MMBA issues for 20 years. And to expand the policy — if that's what happened, if that's what the evidence shows is the department in this case adopted a new policy where they decided for the first time that we are going to apply last

chance agreements now to off-duty drinking incidents, then I think we have a very strong case on that issue. But let's put that issue aside.

The agreement itself, it states — and I think it's vague and ambiguous, specifically, given what I've heard from our toxicologist. If we take a look — I'm going to read from paragraph C in terms of the random on-duty test.

It says, "Bacigalupi agrees that he shall be subject to random on-duty alcohol testing. He agrees that a .04 alcohol concentration standard shall be used in such tests and that test results of .04 percent or higher shall constitute grounds for termination under this agreement."

There's no reference to urine test, blood test, alcohol — what kind of alcohol test. And the fair reading of it is he's not supposed to come to work under the influence of alcohol with an accurate testing of blood alcohol at .04. And that's not what this says, and that's not what the evidence the department is going to present will show.

There are other problems —

CHAIRPERSON ROECA: What you're saying is you're saying you're going to give evidence that shows he did not violate the terms of this agreement —

MR. COURTNEY: That's correct.

CHAIRPERSON ROECA: — because of the vagueness of the term.

MR. COURTNEY: Absolutely.

CHAIRPERSON ROECA: I understand that. But let's just —

A different issue is whether the agreement is a viable agreement. And now maybe you come in here and you say, "Well, we didn't breach the agreement."

MR. COURTNEY: That's right.

CHAIRPERSON ROECA: And that might be subject to testimony. I read the brief, and you're going to have that sort of testimony. The urinalysis does not — is not as accurate, for example, as the blood and the breath.

MS. THOMPSON: You know, one person we haven't heard — I haven't heard them say they're going to bring is his attorney from the last case, because my understanding is the attorney initiated this agreement. And I think we're going way down a track that is so far afield from where we need to be. So, you know, I'd be very interested if they were going to subpoena his attorney and have him come. Because I think if he came and he testified, he would tell the Commission that he initiated and negotiated those terms on behalf of the firefighter.

MR. COURTNEY: There may have been some negotiations over this term, but there never was an offer

of anything that you have to sign an agreement like this or you're going to be fired.

MS. THOMPSON: He could have gone to a full hearing before the Commission. That was the option.

CHAIRPERSON ROECA: I was not present at that particular --

MR. COURTNEY: Well, we'll have --

CHAIRPERSON ROECA: -- hearing. And so I'm kind of neutral here. I wasn't there, so --

MS. THOMPSON: Right. But let me just make clear. For every --

A last chance agreement by definition means an employee's employment is in jeopardy. And if the sole -- if the primary basis of their argument is, "Well, gee, his employment was in jeopardy," of course, then there's nothing wrong with that. That's how these agreements come to be, so --

CHAIRPERSON ROECA: I understand the department's position.

MS. THOMPSON: Okay.

CHAIRPERSON ROECA: And the position makes sense. The firefighter has some positions that make sense. And what I want to do, since there are going to be lots of witnesses, set the dates. I'm going to get your brief. We're going to find out what the discovery is going to be.

And that all is going to be resolved before we have the hearing.

So why don't we start with the hearing date. We have the May 8th date, and we'll determine the evidentiary dates between the hearing and that time.

MS. THOMPSON: I'm sorry, but I don't think we set a day for his reply. You said there was going to be a reply brief.

CHAIRPERSON ROECA: How many days do you need, Mr. Courtney?

MR. COURTNEY: I would expect 10 days.

CHAIRPERSON ROECA: Okay. Because you've fully briefed it, and you know the law after 20 years. More than 20 years.

MS. THOMPSON: So that puts us on the 18th?

SECRETARY BAUER: Eighteen.

MR. COURTNEY: My problem is our expert, Mr. Mark, is on vacation in June. So the beginning of July would be the best time for the hearing.

CHAIRPERSON ROECA: Does that --

MS. THOMPSON: I cannot do July. I have three days in -- I have one day in August that I can do this. And I'm wide open in September.

CHAIRPERSON ROECA: We don't want to push it that far back, do we? Is this --

MS. THOMPSON: That's -- it would not be my preference, but I do not have a date in July that I can do this.

CHAIRPERSON ROECA: How about August?

MS. THOMPSON: I can do it on August 10th.

SECRETARY BAUER: We have a Commission meeting August 10th.

MS. THOMPSON: And I can do it the 9th.

MR. COURTNEY: We could do it the 9th. And I'm very confident we'll be complete in one day.

CHAIRPERSON ROECA: You can do it August 9th?

MR. COURTNEY: Yes.

CHAIRPERSON ROECA: You can do it August 9th?

MS. THOMPSON: With the caveat that I do want to check with the witnesses, that they are not going to be gone for any reason.

CHAIRPERSON ROECA: Okay. We'll then book both the August 9th and August 10th dates.

MS. THOMPSON: Thank you.

And with that --

CHAIRPERSON ROECA: And then --

MS. THOMPSON: -- in mind -- I'm sorry, Commissioner.

Since it is going to be a little ways out -- I thought that we were going to be operating under our

deadline of getting this done by June. But that being the case, then I would appreciate a little additional time to do my brief since I was trying to do it under a very strict deadline to get us going by June. But since it's not going to be by June --

CHAIRPERSON ROECA: I'm available in June.

MS. THOMPSON: There is -- I have time in June.

MR. COURTNEY: Our toxicologist is not.

CHAIRPERSON ROECA: At all during the month of June?

MR. COURTNEY: He's gone for the whole month. He's the one person I wanted to check with.

And John Hanley, the president of the union, is gone for two weeks, too, in June.

CHAIRPERSON ROECA: All right.

MS. THOMPSON: As I said, I am available in June, but --

If anything changes, I hope he'll let us know.

That being the case, then I would ask to reset the briefing schedule a little bit differently. I would ask for an additional week, to the 15th of May, to get my brief in since we're not operating under such a strict deadline now.

CHAIRPERSON ROECA: Not a problem.

No objection with that?

MR. COURTNEY: No. No objection.
MS. THOMPSON: And then 10 days from there yours will be due.
MR. COURTNEY: Fine.
MS. THOMPSON: Okay.
CHAIRPERSON ROECA: Yours 10 days after. That would be the twenty- —
SECRETARY BAUER: Fifth.
CHAIRPERSON ROECA: Fifth.
And what I would like also in your reply, Mr. Courtney, to the extent you think there's any evidence that you need to put forward that you don't have, I want that identified in your reply.
MR. COURTNEY: Absolutely.
CHAIRPERSON ROECA: Anything else?
MR. COURTNEY: Thank you very much, Commissioner.
MS. THOMPSON: Thank you, Commissioner.
CHAIRPERSON ROECA: Any further public comment?
MR. DARMANIN: Will these be done when the Giants are playing? For parking.
SECRETARY BAUER: Off the record.
CHAIRPERSON ROECA: Off the record.
(Discussion off the record.)
CHAIRPERSON ROECA: Hearing no further public comment, this meeting is adjourned.

MR. PARETCHAN: May I ask a question, Commissioner?
CHAIRPERSON ROECA: Yes.
MR. PARETCHAN: Are you taking any comments on behalf of the gentleman that's on charges?
CHAIRPERSON ROECA: At this time, no, we're not. We're resetting the hearing for another day. But you're free to make a comment.
PUBLIC SPEAKER
MR. PARETCHAN: I'm Commissioner Paretchan. I'm the president of the health board. I'm also a former member of the fire department.
CHAIRPERSON ROECA: Could you state your name?
MR. PARETCHAN: Yes. Harry Paretchan.
CHAIRPERSON ROECA: Okay. Great. Thank you. Could you spell it for the Court Reporter?
MR. PARETCHAN: P, as in Paul, -a-r-e-t-c-h-a-n. First name Harry.
I just heard about this, and I wanted to step in and speak on behalf of Firefighter Bacigalupi. He worked with me for a number of years at 28 Engine when I was employed with the fire department as an officer there. And I'd just like to say that in my opinion he had very, very high character. He was a very aggressive fireman. I very seldom ever had to tell him to do anything at all. If I

told him once, I never had to tell him again. He was an excellent member of the firehouse. I was sorry to see him leave to go elsewhere. He wasn't a permanent member. But I just want to put this in the record on his behalf that I think he's a person of fine character. He was a good active firefighter, a very dedicated person and an asset, I think, to this department. I think it would be ludicrous if anything ever happened to the point that he would be dismissed from this job.
I speak to you also as a fellow commissioner.
CHAIRPERSON ROECA: I appreciate that. And I hope you can see that we take this very seriously.
MR. PARETCHAN: Thank you. I hope so, too. Thank you.
CHAIRPERSON ROECA: Any further comment? I see one other hand.
MR. CHAPMAN: My name is John Chapman. I'm having a hard time hearing what's going on. Maybe we can use the microphones next time?
CHAIRPERSON ROECA: Okay. Usually I have a booming voice, and people can hear me, but I guess we got focused on the folks in front, so I apologize. So if anybody else didn't hear everything that was said, I apologize for that, too.
Mr. Darmanin.

MR. DARMANIN: Yeah. I just wanted to make a quick comment and just acknowledge the many people that came here today to view the proceedings. And I think it's just a sign of support of, hopefully, the system working, as well as Firefighter Bacigalupi. And I just wanted to acknowledge everyone that showed up today.
Thank you.
CHAIRPERSON ROECA: Hearing no further public comment, the meeting is adjourned.
—oOo—
The hearing adjourned at 4:42 p.m.
—oOo—

CERTIFICATION

I, JO DILLINGHAM BREWER, CSR No. 9707, do hereby certify that the hearing between SAN FRANCISCO FIRE DEPARTMENT and FIREFIGHTER RENALD BACIGALUPI was taken by me, a Certified Shorthand Reporter, on April 13, 2000 at the time and place therein stated;

That the testimony was thereafter reduced to a transcript in typewritten form with the aid of a computer translation system; and that the foregoing is a complete and true record of said proceedings.

I further certify that I am not of counsel or attorney for either or any of the parties of the said proceedings nor in any way interested in the outcome of this proceeding, and that I am not related to any of the parties thereto.

Dated: April 21, 2000

_____

JO DILLINGHAM BREWER, CSR No. 9707

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russel Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-09

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – April 13, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item No.

DOCUMENTS DEPT.

APR 24 2000

SAN FRANCISCO
PUBLIC LIBRARY

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Commissioner Pat Norman was excused for business reasons.

Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Daniel A. Sullivan	Support Services
Gary P. Massetani	Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	Emergency Medical Services
Russell McCallion	Emergency Medical Services

Chief Officers – Firefighting Services:

Robert G. Boudoures	Division 1 (Acting)
Joseph J. Mazeau	Division 2 (Acting)
Arthur W. Kenney	Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of March 23, 2000.

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during March 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, March 4 through March 17, 2000.

B. Appointments

Reporting the following PERMANENT EXEMPT appointment effective *APRIL 1, 2000*:

H51 Assistant Deputy Chief II

Frank Cercos

Reporting the following PERMANENT EXEMPT appointment effective *MARCH 20, 2000*:

H51 Assistant Deputy Chief II

Daniel A. Sullivan

Reporting the following TEMPORARY EXEMPT appointment effective *MARCH 13, 2000*:

0150 Deputy Chief, Administration

Joseph C. Asaro

Reporting the following TEMPORARY EXEMPT appointment effective *MARCH 13, 2000*:

0150 Deputy Chief, Operations

Paul J. Tabacco

Reporting the following PERMANENT appointments effective *FEBRUARY 23, 2000:*

H20 Lieutenant

James Cunnane
John Beckerley
Victor Wyrsch

Reporting the following PERMANENT appointments effective *MARCH 27, 2000*:

H20 Lieutenant

Louis Bacciocco
James Blake
Kenneth R. Jones

Reporting the following PROBATIONARY appointment effective *DECEMBER 17, 1999*:

1654 Principal Accountant

Enrico DeLara (vice: New Position, FY 1999-2000)

Reporting the following PROVISIONAL appointment effective *MARCH 13, 2000*:

1426 Senior Clerk Typist

Angelina Young (vice: Mercedes Weatherford, resigned)

Reporting the following PERMANENT appointments effective *MARCH 7, 2000*:

1220 Payroll Clerk

Carolyn Champagne
Belinda Chin

Reporting the following PERMANENT appointments effective *AUGUST 9, 1999*:

1934 Storekeeper

Rafael Ramos
Steven Jaques
Juan Gutierrez
Jose Saul
George Watkins
Denise Zwicker

Reporting the following PERMANENT appointments effective *AUGUST 23, 1999*:

1023 IS Administrator

Gregory Holmes

Reporting the following PERMANENT appointments effective *AUGUST 25, 1999*:

1452 Executive Secretary II

Virginia O'Shaughnessy
Mary O'Riordan

Temporary Appointments

Reporting having made 243 temporary appointments March 4 through March 17, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Dunn, Gerald R.	H2 Firefighter	Service	Mar. 10, 2000
Glynn, Walter E.	H2 Firefighter	Service	Mar. 13, 2000

(Retirement Certificates will be presented at Fire Commission meeting of June 22, 2000)

D. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	Rank	*Dates*	*Days*	*Military Organization*	*Purpose*
Donnelly, Mark S. CMSGT	H30 CAPT	03-22-00 thru 03-24-00	3	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Meneses, Ferdinand Sgt. E-5	H2 FF	03-04-00 03-05-00	2	US Army Res. Oakland, CA	Attend Inactive Duty Training

E. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Toy Program	99-0-167	11-24-99	510	C	File

Driver: FF Louis Ramirez
Cause: *Misjudged clearance*
Toy Program truck struck civilian vehicle while travelling through intersection.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 6	99-0-168	02-05-00	676	A	File

Officer: Lt. Rex Hale; Driver: FF Richard Brown; Tiller: FF William Davis
Cause: *Misjudged clearance*
Truck 6, while returning from an incident and making right turn, struck parked civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 43	99-0-169	02-05-00	736	A	File

Driver: FF/PM Peter Li
Cause: *Misjudged clearance*
While backing into bay of B.O.E., Medic 43 struck apparatus door; no spotters posted.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 6	99-0-170	02-07-00	510	A	File

Officer: Lt. Reid Sheridan; Driver: FF David Tracey
Cause: *Misjudged clearance*
Engine 6, while repositioning at an incident, backed into SFPD patrol car.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Ambulance 38	99-0-171	02-09-00	711	A	File

Driver: FF David Brown
Cause: *Misjudged clearance*
After refueling, Ambulance 38 struck fire hydrant while making a sharp right turn.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 2	99-0-172	02-09-00	529	A	File

Officer: T/Lt. Peter Gallagher; Driver: FF John Hernandez

Cause: *Misjudged clearance*
While returning from an incident, Engine 2 struck the mirror of a parked civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 12	99-0-173	02-10-00	704	B	File

Driver: Fire Rescue Paramedic Lynne Benson-Colbert
Cause: *Hit and run*
While parked at a medical incident and administering treatment, Medic12 was struck by civilian vehicle which did not stop.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 2	99-0-174	02-13-00	529	A	File

Officer: T/Lt. Michael Cunnie; Driver: FF Michael Kneis
Cause: *Misjudged clearance*
While returning from an incident and turning right, Engine 2 clipped the front bumper of a parked civilian vehicle.

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 1	99-0-175	02-14-00	624	A	File

Officer: T/Capt. Bernne Wangara; Driver: FF George Creedon; Tiller: FF Patrick Martinez
Cause: *Misjudged clearance*
While responding with red lights and siren, Truck 1 lightly struck civilian vehicle attempting to yield right of way.

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for February 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*	*Date of Accident*
Thomas Passantino	$1,400.00/2,324.10	98-9-028 (C) Eng 41	08-12-98
Mohamed Ali	2,915.61/2,915.61	99-0-105 (C) Trk 9	11-18-99
Donald Greggs	3,138.22/2,519.91	99-0-121 (A) Medic 28	12-09-99
Pamela Thornton	253.50/ 253.50	property damage	07-01-99
Irmgard Wassermann	1,947.00/1,947.00	property damage	09-24-99

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutres of today's meeting.

B. Chief of Department's Monthly Report

Submitting monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for March 2000.

(Note: Report will be submitted at a later date)

C. Leave of Absence

Submitting request for leave of absence with pay from Chief of Department Robert L. Demmons, for seven days, March 31 through April 6, 2000, in order to attend the 2000 Metropolitan Fire Chiefs' Conference in Miami, Florida. The source of funds for this trip is provided for in the 1999-2000 approved budget.

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and the request for leave of absence with pay was approved.

D. Meritorious Awards

Submitting for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from July 1999 through February 2000:

Recipient	*Rank/Company*		*Date*	*Award*
Uniformed Members				
Kevin Chocker	T/Res Capt.	RC 1	07-28-99	Ltr. of Com.
Darren J. Bortmas	Fire Res PM	Medic 1	10-27-99	Unit Citation
Norman K. Caba	Fire Res PM	Medic 1	10-27-99	Unit Citation
Andrew Thomas	Paramedic	Medic 15	12-19-99	Ltr. of Com.
John Grimaldi	Paramedic	Medic 18	02-14-00	Class "C"

Vice President Nakajo moved and Commissioner Soulis seconded.

President Roff commended the members of the department for their valor and noted that the deeds were impressive and in keeping with the heroic traditions of the Fire Department.

John Darmanin wished to know if the documents that the Fire Commission had reviewed regarding the awards were available for public review and, also, when the awards ceremony would be held. The Commission Secretary responded that they were public documents, and that the ceremony would be scheduled as soon as the plaques can be engraved.

Mr. Darmanin further inquired about the awards, namely, letters of commendation, since no ceremonies were usually scheduled for these. The Secretary responded that it was the unit citation (plaque) that was awarded at Commission meetings. Mr. Darmanin wondered about letters of commendation and if they were mailed. The Secretary confirmed this. Mr. Darmanin stated that he had never received his letter of commendation and asked if the Secretary could determine what happened to it.

There were no questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

E. Impact of Fire Prevention and Education Campaign on SRO (Single room occupancy) Hotels

Gary Massetani, Fire Marshall and Assistant Deputy Chief, explained that the program came about after numerous fires were dramatically reducing much needed residential rooms in downtown hotels. At that time, the Mayor had requested certain departments to develop a program to minimize this fire loss. The SRO program, which provides public education workshops for residents of hotels, was initiated by the Fire Department targeting 50 hotels, and is currently available at 85 hotels. Assistant Deputy Chief Massetani stated that this effort would not have been possible without the partnership of the Mission Collaborative who did door-to-door recruiting, created the campaign and got the residents to the meetings. To date, 28 workshops were offered and over 900 residents attended, and there has not been a single fire. Assistant Deputy Chief Massetani thanked the Fire department, the Mayor's Office and Carl Hedleston, City Administrator's Office, for their support. He acknowledged and introduced Bill Sorro, Mission Collaborative, who was instrumental in the success of the program.

Mr. Sorro stated that he has been a SRO advocate for a long time and has worked with SRO tenants but he acknowledged that this is the first viable fire prevention and education program that he has seen in San Francisco. Mr. Sorro pointed out that it took a little time to develop a true partnership but that now they operate as a great team. He commended Assistant Deputy Chief Massetani, and, especially Inspectors Chin and Stranahan for presenting fire prevention material to tenants without talking down to them. Mr. Soro stated that this helps build trust and assists community based organizations to build partnerships with the City.

In addition, Mr. Soro noted, that the program has brought the Fire Department into the community and has forced the City to view SRO hotels and the people who live in them, retired seamen, truck drivers, city workers, in a different light. He added that the model that was started in the Mission District is being replicated in the Tenderloin, and successful workshops have started in the South of Market. Mr. Soro urged that the SRO program be replicated in Chinatown, where it is most urgently needed. He hoped to obtain a letter of recommendation from the Commission, which would enable the Fire Department to continue this highly successful program.

Matt Brown, St. Peter's Housing Committee and Mission Collaborative, reiterated Mr. Sorro's commendations. He was pleased with continuing level of cooperation between the Fire Department and his organization and hopeful of the success of the new alliances forged with the Departments of Human Services, Public Health and Building Inspection. Mr. Brown noted that this particular collaboration could be used as a model for community based organizations participating with enforcement agencies from the City. He thanked the Fire Department for this kind of successful community outreach to a marginalized population and the impact it has had on the way people view their neighbors and their own living situation.

Mr. Brown thanked the department and hoped that the Commission could provide a letter of support to his organization in the future.

Carl Hedleston, City Administrator's Office, wished to acknowledge the cooperation and encouragement that Chief Demmons had given this project. By providing fire and safety information to this particular population, many other ties were forged. The Fire Departments' outreach has provided some stability and a sense of community to many occupants of SRO hotels. Mr. Hedleston thanked Assistant Deputy Chief Massetani for his cooperation and willingness to carry out the program.

Matt Brown responded to Commissioner Soulis' question regarding the 28-day stay in hotel rooms. He noted that during the time a Fire Inspector is giving a presentation, the tenants' focus is on talking to neighbors, learning who is in the same hall and finding out who will do what in an emergency; this forges relationships that lead these people into thinking of their hotel room as a home and not just as a place where they are forced into transience every 21 days. Tenant's rights are not discussed even though even though most tenants are unaware that they do not have to leave their hotel rooms after 21 days. Carl Hedleston added that since these dialogues have started, both Supervisors Ammiano and Newsom have shown concern for this population and their concerns are now starting to be addressed through the SRO Safety Stabilization Task Force.

Commissioner Nakajo was heartened to see that his friend and community organizer Bill Soro has been able to forge a true collaboration encompassing the Fire Department, the Chief of Department, the City Administrator's Office and the Mayor's Office. Commissioner Nakajo was gratified to see a grass roots effort working so well and noted the need for the work to continue.

President Roff added that he had witnessed the terrible fires two winters ago and was aware of great community concern. He was heartened to see that differences are being settled and a constructive program developed.

Chief Demmons commended the men and women of the Bureau of Fire Prevention for their outstanding work and praised Assistant Deputy Chief Massetani for his ability to bring together all the concerned parties without tenants feeling threatened and constrained. Assistant Deputy Chief Massetani wished to acknowledge the members of the SRO program committee team: Captain Ernie Li, Inspector Kaan Chin, Inspector Pat Stranahan and Eva Atijera.

F. Request for Supplemental Appropriation

Fiscal 1999-2000 request for supplemental appropriation in the amount of $2,748,723.

President Roff requested that this item be continued to the meeting of April 27, 2000.

G. Communications Received by Commission

Five communications were received by the Commission from March 17 through April 6, 2000.

H. Public Comment

John Darmanin inquired about public comment on agenda item *4.G. Communications Received by the Commission.* The Secretary responded that this agenda item is strictly a list of communications received by the Commission, and its intent is to inform the public of what was received. There is neither discussion nor public comment on this item.

Firefighter Jim Connors, Station 10, wished to acknowledge Carl Koon, Medical Leave Supervisor, and his contribution to the department. Mr. Connors referred to a letter by Mr. Koon regarding his upcoming retirement, which was distributed to field personnel. Mr. Connors stated that many firefighters will be sorry to see Mr. Koon retire, not only the members of Station 10. He hoped that the Commission could prepare an appropriate commendation for Mr. Koon.

Gerry Shannon, Treasurer, Local 798, referred to a tape that was prepared by the International Association of Fire Chiefs and the International Association of Firefighters, and recently delivered to the Commission. He explained that ten Fire Departments from large cities, such as New York, Phoenix and Seattle, were involved in its preparation. The intent of the tape is to standardize testing for entry level firefighters to ensure that they are capable to withstand the strenuous nature of the job over 30 years. He hoped that Commissioners would view the tape and encouraged feedback to Local 798.

Dennis Kruger, Director, Local 798, wished to provide an update on the death-in-the-line-of-duty memorial plaques, a project undertaken by Local 798 to provide and mount plaques on various firehouses. Mr. Kruger noted that he had followed all procedures and hoped that the plaques could be shortly mounted on Station 1, Station 2 and Station 7. He noted that Station 1 had the most fatalities with 19 in the line of duty over the years. Mr. Kruger believed that ten plaques per month could be mounted, a total of 35, including a plaque at the Airport, one at the Division of Training and one at Headquarters, for a Chief that had died responding to the 1906 earthquake. He hoped that this project could be completed by Fall.

Firefighter John Darmanin, wished to also commend Carl Koon, Medical Leave Supervisor, for doing an outstanding job and always dealing fairly with everyone, even though it was a difficult task.

Mr. Darmanin inquired about a communication he had sent to the Commission regarding a Fire Department website. He has been informed that the department and the Commission are both working on this task and will be compliant with Proposition G, which mandates that all City departments must have website on which agendas and minutes are posted. Mr. Darmanin added that since he is associated with a website called SFFD Watchdog, he receives many inquiries since visitors believe it to be the San Francisco Fire Department site.

Mr. Darmanin also voiced his concern about a special meeting of the Commission last week that he believed was not noticed in time. President Roff stated that the matter had been noted and addressed.

Robert L. Demmons, Chief of Department, informed the Commissioners of the successful 911 cutover and wished to take the opportunity to acknowledge the members of the Department for an outstanding job. He noted that many people in numerous roles were involved - from evaluating the system, to installing it, to training individuals to use it. Chief Demmons acknowledged Mike Martin, Project Manager, and Assistant Chief Frank Cercos for their leadership in the successful completion of the project. He stated that he was proud

of the talent and knowledge exhibited by all those involved, which ensured a smooth and successful cutover. He especially commended T/Rescue Captain Glenn Ortiz-Schuldt and T/Captain David Franklin for their technical expertise.

There being no further business to come before the Commission, the meeting was adjourned at 6:45 p.m.

Tania Bauer
Secretary

GALLAGHER, CALLAHAN & GARTRELL

CHRISTOPHER C. GALLAGHER
MICHAEL R. CALLAHAN
DONALD E. GARTRELL
W. JOHN FUNK
MICHAEL D. RUEDIG
ANNE G. SCHEER
DENIS J. MALONEY
DAVID A. GARFUNKEL
DONALD J. PFUNDSTEIN
ANDREW B. ELLIS
DONALD R. SAXON
SUSAN B. HOLLINGER
ANDREA K. JOHNSTONE
MICHAEL D. RAMSDELL
DODD S. GRIFFITH
DANIEL E. LYFORD
TIMMIE MAINE MILLER
ARI B. POLLACK
SETH L. SHORTLIDGE
ROBERT E. KIRBY
1961-1996

17 March 2000

Chief Robert Demons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demons:

On 4 March 2000 my father, while receiving physical therapy suffered a blood clot to the lung and resulting myocardial infarction. While the physical therapist applied cardio pulmonary resuscitation, my mother dialed 911 for emergency assistance. Response to that call came from Station 15/Engine 15 located at the corner of Phelan and Ocean Avenues. The team was led by Lt. Ron Lawin and included Firefighters Medrick Bullock, Derek Wing, Patrick Steele and Paramedics Rich Trezevent, James Ward and Rescue Captain Carl Hillyard

The response time was remarkable. Even given the relative short distance from the firehouse to my parents residence on Granada Avenue, the speed of the rescue and paramedic personnel was astonishing. Although I was not present, my mother described the reaction time as "almost instantaneous". Upon arrival, the team members were well-organized, well-led, highly professional and extremely efficient. They were able to restart my dad's heart and provide breathing assistance until transportation reached St. Luke's Hospital. Moreover, the team members were both thoughtful and compassionate towards my mother who, as you can well understand, was extremely upset.

Unfortunately, my dad died. However, his death was certainly not the result of a lack of skill, professionalism and thoughtfulness of the responding crew. They were a credit to the City and its well-regarded fire department.

Respectfully,

Donald R. Saxon

cc: Station 15
San Francisco Fire Department
1000 Ocean Avenue
San Francisco, CA 94112

Mrs. Dorothy Saxon

GALLAGHER, CALLAHAN & GARTRELL, P.A.
214 NORTH MAIN STREET · P.O. BOX 1415 · CONCORD, NEW HAMPSHIRE 03302-1415
TEL 603-228-1181 · 800-528-1181 · FAX 603-224-7588 · 603-226-3477
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United States Department of the Interior

NATIONAL PARK SERVICE

IN REPLY REFER TO:

GOLDEN GATE NATIONAL RECREATION AREA
UNITED STATES PARK POLICE FIELD OFFICE
FORT MASON
SAN FRANCISCO, CALIFORNIA 94123

P8651 (GOGA-USPP)

February 28, 2000

Chief Richard Shortall
San Francisco Fire Department
P.O. Box 29176
San Francisco, CA 94129

Dear Chief Shortall;

Please allow me the opportunity to compliment the professional services of Captain Pete Howes, Captain Jim McCaffrey, and Paramedic Terry Hogue. These three individuals provided CPR and First Aid training for our 2000 annual law enforcement refresher in January of this year. With their assistance, the U.S. Park Police were able to maintain the required certifications necessary to perform their duties. I have received many compliments from my staff on the professionalism and quality of their instruction.

On behalf of the Golden Gate National Recreation Area and the United States Park Police, please extend my sincere appreciation for the assistance Captain Howes, Captain McCaffrey and Paramedic Hogue provided to our officers. This year's refresher training would not have been successful without their assistance.

Sincerely,

Gretchen W. Merkle

Gretchen W. Merkle, Major
Commander, San Francisco Field Office

CITY COLLEGE OF SAN FRANCISCO

ADMINISTRATION OF JUSTICE & FIRE SCIENCE TECHNOLOGY

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • FAX 415. 239.3919
ADMINISTRATION OF JUSTICE • 415. 239.3202 • FIRE SCIENCE • 415. 239.3359

March 26, 2000

Chief of Department Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, Ca. 94107

Dear Chief Demmons:

This letter was originally sent late December of 1999, but evidently was never received by the department. We are sending it again, as we consider it important to thank those who help the Administration of Justice and Fire Science Technology Department at City College of San Francisco.

During the last several years, Engine Company 15 and Truck Company 15 at Station 15 have provided valuable assistance to us in our Fire Science program. They have allowed students from our courses to visit Station 15, and become acquainted with the operational areas of the firehouse. They have also provided apparatus orientations to those students in our Apparatus and Equipment class.

We really appreciate the assistance of the personnel from Station 15. They are excellent role models for our students, and present a very professional image of the San Francisco Fire Department. We know how difficult it is to have visitors to a fire station, as well as provide apparatus to assist us in our classes. But the personnel of Station 15 have always been gracious in working with us when we ask them.

Once again, thank you to the officers, firefighters, and paramedics of Station 15 for their continued support.

Sincerely,

Charles Hoenisch
Department Chair

BOARD OF TRUSTEES
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DR. PHILIP R. DAY, JR., CHANCELLOR

SFUSD

March 4, 2000

Chief Robert Demmons
San Francisco Fire Department
698-2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

As part of our school's celebration of Career Day during Black History Month, Lt. Ed Campbell of the SFFD spoke to my sixth-grade class about what it is like to be a firefighter. He was, by far, one of the best prepared and most exciting guest speakers I have had visit my classroom. His description of a firefighter's typical day could only be topped by an actual visit to a fire station. My students were totally engaged during his entire presentation.

I am enclosing with this letter the thank you notes they wrote to him; as you can see, they had a wonderful time. I feel sure that he not only created respect for the job that firefighters do, but also did some successful early recruitment! We thank you for allowing Lt. Campbell to visit us and hope that he will return next year.

Sincerely,

Audrey Adams,
Classroom Teacher

Starr King Elementary School
1215 Carolina Street
San Francisco, California 94107

March 13, 2000

Dear Chief Demmon,

Room 114 was very impressed by Mr. Kaan Y. Chin's demeanor and ease with 20 very rambunctious kindergarteners.

He came prepared with things that mde the students eyes and ears glow like lights on fire trucks.

We would like to thank you and the Department for being involved with our theme of the month "Community Helpers".

Yours very truly,
L. Brown
Ms. Lonnie Brown & Students of Room 114

Norma Rachell
Erica
DaPriest
Jahesa
Edward
Rickiard
Vernon
Tanisha
Jameca Patrick
Joshua

United States Department of the Interior

NATIONAL PARK SERVICE
Golden Gate National Recreation Area
Fort Mason, San Francisco, California 94123

IN REPLY REFER TO:

A34 (GOGA-VRPFD)

MAR 2 0 2000

Chief, Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

Re: Neighborhood Emergency Response Training (NERT)

Dear Mr. Demmons:

I wish to thank you and your department for recently offering a Neighborhood Emergency Response Training (NERT) training class on the Presidio in San Francisco. As the Emergency Services Coordinator for this National Park site it is my responsibility to prepare our community for the inevitable natural disaster. As a result of working with Patti Yuen, your NERT Coordinator we have successfully graduated 51 additional NERT trained community members.

Your entire staff, Patti Yuen, Tom Murray, Ann Tam, Christine Williams, Ed Chu, Rick Yee, David Amituanai were very professional in delivering this critical information. I received nothing but positive feedback from all of the attendees. Battalion 4 Chief Tony Simi felt it important enough to come by and hand out diplomas even after suppressing a fire on the Embarcadero minutes earlier.

I thank you and your professional staff for providing this information to our community members and allowing us to be better prepared in a natural disaster.

Sincerely,

Tim Phipps

Tim Phipps
Chief, NPS, Presidio Fire Department

Catherine Spensley
415 - 668 - 6238 · cathy@spensley.com
581 8th Avenue, San Francisco, CA, 94118

March 27, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

RE: NERT Training Courses

Dear Chief Demmons,

I recently completed the NERT training course conducted by the S.F. Fire Department, and I wish to express my complete enthusiasm for this worthwhile program.

I urge you, as the Fire Chief in charge of a city facing the threat of a catastrophic earthquake, to support this program in any way that you can, so that the citizens will know how to help the fire department and help themselves during a disaster.

Sincerely,

Catherine Spensley

Catherine Spensley

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

MINUTES OF THE FIRE COMMISSION
Special Meeting, Wednesday, April 12, 2000 - 9:00 a.m.

698 Second Street, Room 102, San Francisco, CA 94107

Item
No

1. On **ROLL CALL**, the following were present

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Ted N. Soulis
Commissioner	Pat Norman

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2. **PUBLIC COMMENT**

   There was no public comment.

3. **FORMAL HEARING AND POSSIBLE COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST AUDRY LEE** (Continued from Meetings of 12/16/99, 1/13/00 and 3/21/00)

   Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 9, 1999, against Battalion Chief Audrey Lee for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

   This portion of the meeting, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957.

   Battalion Chief Audrey Lee did not request a closed hearing

   A. Hearing

   Commissioner Roeca continued to serve as President pro tem and chaired the hearing. Commissioner Soulis declared that even though he missed the special meeting of March 21st, he had read the transcript and was ready to deliberate with the Commission after the hearing.

Commissioner Roeca established that the following parties were present: Michael Harris, representing Battalion Chief Audrey Lee, who was present. Pamela Thompson and Katharine Hobin, Deputy City Attorneys, representing the Fire Department, and Marie Blits, representing the Fire Commission.

For direct examination Mr. Harris called Lieutenant Dunson, Bureau of Assignments, and Battalion Chief Audry Lee. Ms. Thompson cross-examined both witnesses. Commissioners examined both witnesses and reviewed the exhibits that had been presented by the Department and by Battalion Chief Lee's counsel.

Deputy City Attorney Pamela Thompson presented the closing argument by the Department, followed by Mr. Harris' closing.

Commissioner Roeca thanked all parties and declared that the Commission will deliberate on May 3, 2000 at 9:00 a.m.

> ***Please note**: the above only represents a brief summary of the proceedings. The court reporter recorded the entire proceedings. The full transcript is available from the Secretary upon request.*

B. Commission Deliberations on Formal Complaint

Continued to meeting of May 3, 2000, 9:00 a.m.

4. ADJOURNMENT

The hearing was adjourned at 4:05 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-10

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – April 27, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration

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Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Division of Training
Daniel A. Sullivan	Support Services

Chief Officers – Firefighting Services:

Ozell Austin	Division 1 (Acting)
Joseph J. Mazeau	Division 2 (Acting)
James C. Ferry	Division 3 (Acting)

2. APPROVAL OF THE MINUTES

Regular Meeting of April 13, 2000, and Special Meeting of March 21, 2000.

Commissioner Roeca moved and Commissioner Norman seconded.

John Darmanin, Firefighter, inquired about the Minutes of the April 13, 2000, Special Hearing. The Secretary responded that the minutes would be prepared after the transcript for the meeting is received from the court reporter.

There were no further questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through H) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during March 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during March 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, March 18 through March 31, 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *April 17, 2000*:

H2 Firefighter

Johnathan Ashbrook	(vice: Chris Dowdell, resigned)
Lars Aspelin	(vice: James Crabtree, retired)
Michael Barry	(vice: William Koenig, retired)
John Benson	(vice: John Dobshinsky, retired)
Geoffrey Clayton	(vice: Jerome Polizzi, retired)
James Cormack	(vice: Renato Bermudez, deceased)
George Debrunner	(vice: Michael O'Callaghan, retired)
Wayman Duncan	(vice: Brian Matza, retired)
Thomas Fogle	(vice: Hugh Smith, retired)
Jason Harrell	(vice: Attrition Savings)
Janice Hoaglin	(vice: Robert James, retired)
Michael Hoelsken	(vice: Attrition Savings)
Donyale Hoye	(vice: Attrition Savings)
Yoon Lee	(vice: Attrition Savings)
Manual Lopes	(vice: John Kelly, retired)
Kenneth Martin	(vice: Attrition Savings)
Michael Martinez	(vice: Michael Kelly, retired)
Stephen Moran	(vice: Attrition Savings)
Janette Neves	(vice: Attrition Savings)
Damian Orduna	(vice: Attrition Savings)
James Parish	(vice: Attrition Savings)
Humberto Pilarte	(vice: Andrew Rudovsky, retired)
Janeen Pirosko	(vice: Jack Giessler, retired)
Frederick Putt	(vice: Joseph Pardo, retired)
Robert Ramirez	(vice: Attrition Savings)
Huckleberry Ramsay	(vice: Attrition Savings)
William Reilly	(vice: Mikhailia Gacesa, resigned)

Marciel Rivera	(vice: Brent McKenzie, resigned)
Patrick Sullivan	(vice: Thomas Lovely, retired)
Thomas Thornton	(vice: Frederick Passler, deceased)
Kevin Tom	(vice: John Parent, deceased)
Joel Voboril	(vice: Attrition Savings)
Norman Wong	(vice: Dennis Martino, retired)
Elmen Wu	(vice: Albert Gughemetti, apptd. PV H20 Lieut.)
Christopher Yock	(vice: Richard Pogre, apptd. PV H20 Lieut.)
Norman Yup	(vice: Patricia Yuen, apptd. PV H20 Lieut.)

Reporting the following PROBATIONARY appointment effective *March 13, 2000*:

1426 Senior Clerk Typist

Angelina Young (vice: from Provisional appointment)

Temporary Appointments

Reporting having made 283 temporary appointments March 18 through March 31, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Gamble, Harold E.	0150 Deputy Chief, Op.	Service	Mar. 23, 2000
Cofresi, Arthur	H22 Lieutenant, BFP	Service	Apr. 07, 2000

(Retirement Certificates will be presented at Fire Commission meeting of June 22, 2000)

D. Resignation

Submitting resignation of Probationary 1426 Senior Clerk Typist Angelina Young, effective close of business April 14, 2000. (Resigned with satisfactory services. Started work 03-13-00.)

E. Leaves of Absence

Submitting requests for leaves of absence with pay for Deborah J. Owen, M.D., MPH., SFFD Medical Director, for:

One day, May 11, 2000, in order to attend the OSTOP employee health services conference in Irvine, Orange County. There is no cost to the City.

Five days, May 15 through May 19, 2000, in order to attend the AOHC American Occupational Health Conference in Philadelphia, Pennsylvania. There is no cost to the City.

Dr. Owen will not be replaced.

F. Leave of Absence

Submitting request for leave of absence without pay for H2 Firefighter David Lester, for an indefinite period, effective March 30, 2000. Leave requested for personal reasons.

G. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 1	99-0-019A	07-20-99	513	A	File

Off: T/Lt. Ronny Tsujimoto; Drv: FF Keith Onishi

Cause: Misjudged clearance – Eng 1, while responding with red lights and siren, was unaware that it sideswiped a stationary vehicle

Engine 29	99-0-176	02-22-00	502	A	File

Off: Capt. James Outley; Drv: FF Cynthia Childers

Cause: Misjudged clearance – Eng 29, while turning into parking lot, struck left rear of parked civilian vehicle

Battalion 3	99-0-177	02-22-00	921	B	File

Off: B/C Henry Smith; Drv: C/A James Leonard

Cause: Failure of automatic door closing device – Batt 3 was parked in Station 13 and was struck by the apparatus door which failed to operate properly due to receiving false signal, because of the reflective strip on the side of Batt 3

Medic 5	99-0-178	02-23-00	716	B	File

Drv: FR Paramedic Larry Bradshaw

Cause: Equipment malfunction – While Medic 5 was backing into quarters, apparatus door malfunctioned, striking rear lights of Medic 5

Engine 2	99-0-179	02-26-00	529	B	File

Off: T/Lt. John Barcojo; Drv:

Cause: While parked, Eng 2 was struck by a passing Muni bus

Engine 3	99-0-180	02-27-00	530	A	File

Off: Lt. Bryan Rubenstein; Drv: FF Nicholas Bazarini

Cause: Misjudged clearance – Eng 3, while responding to a medical emergency, struck left side of parked vehicle

EMS RC 1	99-0-181	02-29-00	916	B	File

Off: Paramedic Captain Michael Whooley

Cause: Hit and run - While responding with red lights and siren, RC 1 stopped and proceeded through intersection, and was struck by a civilian vehicle which did not stop

Engine 3	99-0-182	03-01-00	530	B	File

Off: Lt. Bryan Rubenstein; Drv: FF Timothy Sullivan

Cause: While responding with red lights and siren, Eng 3 was struck by civilian vehicle attempting to pass Eng 3

Medic 41 99-0-183 03-02-00 726 B File
Drv: FF/PM Andrew Birkhoff

Cause: Medic 41, while turning right, was struck by civilian vehicle attempting to go straight from a right turn only lane

Truck 6 99-0-184 03-02-00 626 A File
Off: T/Capt. Michael Cunnie; Drv: FF James Weese; Tlr: FF Jeffrey Babb

Cause: Misjudged clearance – While backing into quarters, left rear bumper of Trk 6 struck fuel pump; spotters were posted

Engine 42 99-0-185 03-03-00 588 A File
Off: Capt. Edward Arce; Drv: PX Allen Wong

Cause: Misjudged clearance – While rounding a bend during driver training, driver of Eng 42 over compensated for a double parked auto and struck a parked car

Engine 16 99-0-186 03-04-00 533 A File
Off: T/Capt. Richard Lauer; Drv: Carlos Hoy

Cause: Misjudged clearance – Eng 16, while repositioning, lightly struck parked vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for March 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*		*Date of Accident*
Hector Basurto	$1,269.59/1,455.76	98-9-183 (A)	ResAmb 38	04-11-99
Armando Hernandez	1,514.69/1,514.69	99-0-071 (A)	Eng 32	09-29-99
Thomas Tighe	506.33/ 506.33	99-0-111 (A)	Eng 41	12-04-99
Carol Karimi	748.91/ 748.91	99-0-112 (B)	Eng 31	12-04-99
Jefferson Santiago	1,850.00/ 540.00	99-0-125 (C)	Eng 1	12-19-99
Denise Newman	2,299.56/1,735.42	99-0-136 (A)	Trk 12	01-03-00
Nuala McNabola	600.63/ 600.63	99-0-164 (A)	Eng 39	02-03-00

Commissioner Norman moved and Commissioner Roeca seconded. There were no questions or discussion and Items A through H on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report (Continued from Meeting of 04-13-00)

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for March 2000.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and the monthly report of Chief of Department was approved.

C. Request for Supplemental Appropriation (Continued from Meeting of 04-13-00)

FY 1999-00 Request for Supplemental Appropriation in the amount of $2,748,723, as set forth and explained in the transmittal letter to the Mayor's Office.

Commissioner Roeca moved and Commissioner Norman seconded.

John Darmanin asked for clarification regarding $2 million for uniforms and personal protective equipment (PPE) that had been budgeted but not spent. He understood that it had been returned to the General Fund.

Debra Ward, Chief Fiscal Officer, responded that $2 million for personal protective equipment was not included in the budget. Apparently, an oversight had occurred in the budgeting process when neither Operations nor Support Services had included this item in their budget. The issue has been resolved this year by having Support Services solely responsible for budgeting for PPE.

Mr. Darmanin wished to know if money had reverted back into the General Fund. Ms. Ward responded that in FY 1998-99 moneys did revert back to the General Fund. This was not an oversight but was due to the delay in awarding the contract for the purchase of the PPE.

Mr. Darmanin also wished to have an explanation of lease/purchase funds. President Roff suggested that the Chief Fiscal Officer send an explanatory communication to Mr. Darmanin through the Secretary.

There were no further questions or discussion and the request for supplemental appropriation in the amount of $2,748,723 was approved.

D. Communications Received by the Commission

One communication was received by the Commission from March 17, 2000 through April 6, 2000 (omitted from 4/13/00 agenda), and nine.communications were received by the Commission from April 7, 2000 through April 20, 2000.

E. Public Comment

Mr. Darmanin wished to inform the Commission that he had met with Binnie Singh, Human Resources Director, and Assistant Chief Sullivan, Support Services, regarding a grievance he had submitted related to his PPE. He noted that the issue had been resolved. Mr. Darmanin was appreciative of the amount of work necessary to prepare a PPE policy and then release it as a General Order. He believes that the department is on the right track and with adequate future funding, the problem should be resolved.

Commissioner Norman wished to know if Mr. Darmanin was a representative of an organization, such as a union. Mr. Darmanin responded in the negative and stated that he was here speaking as a private citizen even though he was a firefighter and a member of Local 798, the Firefighter's Union. Commissioner Norman noted that at the meetings she had attended, Mr. Darmanin had been very vocal on numerous issues and that is why she inquired as to whom he represented. Mr. Darmanin reiterated that he speaks for himself and as a firefighter, although many persons have shared information with him and that his comments sometimes reflect those thoughts and opinions.

F. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:00 p.m.

Tania Bauer
Secretary

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO FIRE DEPARTMENT

Robert L. Demmons, Chief of Department

Paul J. Tabacco, Deputy Chief of Operations

Joseph C. Asaro, Deputy Chief of Administration

698 SECOND STREET

SAN FRANCISCO, CA 94107-2015

Telephone: (415) 558-3400

April 18, 2000

Chief Robert L. Demmons
San Francisco Fire Department
798 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

I would like to extend congratulations and my personal thanks to every member of the Bureau of Communications for the tremendous effort made and the resulting success of, the recent cut-over to the new 911 system. Hundreds of hours of preparation, planning and training were required. Every member had to sacrifice, to accomplish this most demanding challenge. It is not very often that the Department undertakes a project of such magnitude. To achieve the success that we as a Department did, is in no small measure, a direct result of the Bureau of Communications and of course the 911 transition team. This cut-over has been described by people with a tremendous amount of experience, as a model to be followed by other Fire and Police Departments. You should be proud of the success of the cut-over. I am extremely proud of each member involved. On behalf of Operations, I would like to thank the following members, for a job well done:

FIELD CREWS
Erica Arteseros
Ed Chu
Ricky Yee
CJ Ferguson
Bob Evans
Frank Wong
Clyde Christobol

DISPATCH FLOOR
George Dreaper
Pete Cottrell
Steve Green
Zach Nathan
Todd Prakin
Eric Richardson
Joel Sato
Melany Brandon
Vince Cogal
Kim Purcell
Patricia Fallon
Doug Goodin

CECC SUPPORT
Ed Campbell
Marshal Isaacs
Rich Shortall
Joanne Hayes-White
Frank Cercos
Glenn Ortiz-Schuldt
James Kircher
Bill Carey
Bob Kuzma
James Fazackerley
Dave Franklin
Ehrhardt Groothoff
Arnold Woo
Jack Forbes

Very truly yours,

Paul J. Tabacco
Deputy Chief, Operations

April 4, 2000

Robert Demmons
698 2nd Street
San Francisco, CA 94107-2015

Dear Mr. Demmons,

A note of thanks from all of us at The Laurel Hill Nursery School for being instrumental in arranging the tour at the Presidio fire station and museum. It is so important for the children to get hands on knowledge of the history and daily life of the fire station. We couldn't have done it without you.

Very Truly Yours,
Molly Boyl / Nancy Gittelman
Molly P. Boyl
Nancy Gittelman
Program Enrichment Committee

cc: Program Enrichment Chairpersons

4/10/00

Dear

This letter is to urge you to extend and expand your support for the NERT Program.

I just finished my training and the sense of preparedness I have now is worlds apart from before my taking the class.

I have to say the trainers were excellent and the materials good.

All in all I feel very proud to join the ranks of a local "who cares" enough to commit time and energy to make this a safer city and support our firefighters, police and medical workers.

Warm Regards,

Allison Rodman

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

MINUTES OF THE FIRE COMMISSION
Special Meeting, Wednesday, May 3, 2000 - 9:00 a.m.

698 Second Street, Room 102, San Francisco, CA 94107

Item
No

1. On **ROLL CALL**, the following were noted present:

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President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Ted N. Soulis
Commissioner	Pat Norman
Chief of Department	Robert L. Demmons

2. **PUBLIC COMMENT**
There was no public comment.

3. **COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST AUDRY LEE** (Continued from Meetings of 12/16/99, 1/13/00, 3/21/00 and 4/12/00)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 9, 1999, against Battalion Chief Audrey Lee for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

Commissioner Roeca, continuing to serve as President pro tem, established that the following parties were present: Michael Harris, representing Battalion Chief Audrey Lee, Pamela Thompson, Deputy City Attorney, representing the Fire Department, and Marie Blits, Deputy City Attorney, representing the Fire Commission. Also present were Tyrone Pruitt, President, Black Firefighters Association of San Francisco, and Battalion Chief Audry Lee.

This portion of the meeting, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957.

Commissioner Roeca stated that the hearing had been held in open session but that the Commission wished to conduct deliberations in closed session.

3.1. Vote on whether to hold Closed Session

Commissioner Norman moved to hold deliberations in closed session and Commissioner Roff seconded. The motion was unanimously approved.

3.2. Public Comment on all matters pertaining to Closed Session

There was no public comment. The Commission went into closed session at 9:40 a.m.

3.3. Reconvene in Open Session

The Commission reconvened in open session at 12:50 p.m.

a. Possible report on action taken in Closed Session, pursuant to Government Code Section 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

Commissioner Roeca declared that the Commission has had the opportunity: (1) to review the evidence in the form of transcripts which were provided; (2) to review the joint statement and all of the stipulated facts; (3) to review and consider the evidence which was disputed; (4) to review all of the evidence, including reasonable inferences there from, in its totality; and (5) to review all exhibits which were submitted.

After deliberating, the Commission had unanimously arrived at the following conclusions and decisions:

Violation No. 1: Battalion Chief Lee created a policy that allowed members to work fewer hours than required and to receive overtime prior to returning a full work week. Allowance of payment of overtime for these on-duty details to the Assignment Office indicates a violation of *Section 3905 – Unfamiliarity with Rules.*

Violation No. 2: Battalion Chief Lee did not develop an adequate contingency plan to assure staffing for December 25, 1998. Battalion Chief Lee did not confirm that his immediate superior or the upper administration was aware of the critical staffing shortage for December 25, 1998. These failures indicate a violation *of Section 3921 – Inaptitude for Duty/Incompetence.*

Violation No. 3: As a result of Battalion Chief Lee's failure to assure that adequate staffing was arranged for December 25, 1998, 21 engine companies ran short until resolved by the efforts of Chief's Aide LaVelle, Deputy Chief Gamble and Chief Demmons. This staffing shortage created an unnecessary risk for the citizens of San Francisco and reflected poorly on the management of the San Francisco Fire Department. These actions indicate a violation of *Section 3922 – Acts Detrimental to Welfare of Department.*

Violation No. 4: Battalion Chief Lee created a policy that allowed members to work fewer hours than required and to receive overtime prior to working a full week. Allowance for payment of overtime for these on-duty details indicates a violation of *Section 3922 – Acts Detrimental to Welfare of Department.*

Violation No. 5: On January 21, 1999, Battalion Chief Lee failed to comply with a directive from Assistant Deputy Chief Kalos to turn off a tape recorder. This behavior indicates a violation of *Section 3923 – Disobedience.*

Violation No. 6: On February 18, 1999, Battalion Chief Lee failed to comply with the directive from Assistant Deputy Chief Kalos to turn off a tape-recorder. This behavior indicates a violation of *Section 3923 – Disobedience.*

Violation No. 7: Battalion Chief Lee failed to follow the directive of Assistant Deputy Chief Kalos to have two signatures on the Bureau of Assignment's time rolls. This failure to follow a policy directive indicates a violation of *Section 3923 – Disobedience.*

Violation No. 8: On January 21, 1999, Battalion Chief Lee failed to comply with a directive from Assistant Deputy Chief Kalos to turn off a tape recorder. This resistance to authority indicates a violation of *Section 3924 – Insubordination.*

Violation No. 9: On February 18, 1999, Battalion Chief Lee failed to comply with a directive from Assistant Deputy Chief Kalos to turn off a tape recorder. This resistance to authority indicates a violation of *Section 3924 – Insubordination.*

Violation No. 10: Battalion Chief Lee created a policy that allowed members to work fewer hours than required and to receive overtime prior to working a full work week. Allowance of payment of overtime for these on-duty details to the Assignment Office indicates a violation *of San Francisco Charter, Appendix A 8.400(g) – General Rules for Establishing and Paying Compensation.*

Discipline
The Commission recommends and adopts for discipline for these violations the recommendation of the Chief of Department of 60 days suspension.

Upon resuming the chair, President Roff wished to address some of the issues in this case. He noted that the case had important consequences and serious lessons for the Department, beginning with its paramount responsibility – to provide emergency fire and rescue services of the highest caliber.

The Christmas 1998 staffing shortage created unreasonable risks and danger. Fortunately, it did not result in any injury to the public or employees of the Department. Nonetheless, that does not absolve or reduce the responsibility of the Department to ensure full staffing and the readiness of the Department to respond to any emergency. Every member of the Department must be held to the highest standards of professionalism and accountability.

The Commission observed a clear breakdown in the chain of command, a clear breakdown in the chain of communication and a clear breakdown in responsibility.

In addressing Battalion Chief Lee, President Roff declared that it was he who had charge of managing the Assignment Office to ensure full staffing of fire companies and emergency medical service units. President Roff pointed out that in his testimony, Battalion Chief Lee had acknowledged that there would be staffing problems on Christmas Day 1998. He had written a memo addressed to the Chief of Department setting forth extreme methods for dealing with a shortage should one develop, yet he had made no effort to alert the Department to this possibility beyond putting his memo into an in-box.

The Commission believes that Battalion Chief Lee took no initiative personally to talk with or to call in, or, in any way, directly notify the Department that it might, by his own recommendation, have to close fire stations, or that the Chief might have to take the extraordinary step of declaring an emergency. Early on Christmas morning, insisting that he was not worried about staffing, Battalion Chief Lee stated that he did call the Assignment Office simply to check in but he did not make any further attempt to determine or, in any way, to take action in what developed as a shortfall of 21 firefighters that day. The Commission believes that this amounts to dereliction of duty.

Regarding the charges of excessive overtime, Battalion Chief Lee made not attempt to assure that there would not be overpayment. He failed to exercise management authority or initiative that clearly would be within his prerogative as a Chief Officer in charge of an important unit of the Fire Department. Officers of this Department are expected to adhere to the highest professional standards, and to exercise judgement and discretion to assure compliance with departmental rules and procedures.

Regarding the remaining matters, Battalion Chief Lee clearly disobeyed the legitimate order of a superior officer when he did not, as directed, turn off or put away a tape recorder. Additionally, he did not comply with specific orders that required that he obtain two signatures on the time roll.

Battalion Chief Lee's failure to take responsibility for the Christmas Day staffing undermined the safety and security of this city; his refusal to obey direct orders undercut the discipline and good order indispensable in the fire service.

Of special concern to this Commission was the seeming breakdown of communication whereby issues, obviously imperative to the effective operation of this Department, are not verbally and personally addressed but are simply left to a bureaucratic expedient of a memo left without comment.

Additionally, the Commission was concerned at how, in this case, personal animosity and feelings seemingly interfered with the effective communication and the frank discussion of departmental issues. Concern for the Department and the people of San Francisco, whom it serves, should transcend mere personal antipathies.

If there was a paramount lesson to be drawn from this case, it was that first and foremost every member of this Department must put the welfare of this city and of the Department before any personal convenience and feelings.

b. Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Roeca moved not to disclose any closed session discussions and Commissioner Soulis seconded. The motion was unanimously approved.

4. ADJOURNMENT

There being no further business before the Commission, the special meeting was adjourned at 1:00 p.m.

Tania Bauer
Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-12

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – May 11, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item No.

1. **ON ROLL CALL,** the following were noted present:

   President Hadley Roff
   Vice President Stephen A. Nakajo
   Commissioner Ted N. Soulis

   Commissioner Pat Norman and Commissioner Russell S. Roeca were excused for business reasons.

Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration

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Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Division of Training

Chief Officers – Firefighting Services:

Bernie F. Lee	Division 1
Richard D. Bracco	Division 2 (Acting)
Aaron C. Stevenson	Division 3

2. **APPROVAL OF THE MINUTES**

   Minutes of the Regular Meeting of April 27, 2000, were not ready for approval.

3. **CONSENT CALENDAR**

   All matters listed hereunder (Items A through E, with the exception of Item C) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. At the request of Firefighter John Darmanin, President Roff directed that Item C be removed from the Consent Calendar.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during April 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, April 1 through April 14, 2000.

B. Appointments

Reporting the following PERMANENT appointments effective *MAY 15, 2000*:

7514 General Laborer

Noel Hernandez

Temporary Appointments

Reporting having made 312 temporary appointments April 1 through April 14, 2000.

C. Suspension (Removed from Consent Calendar)

Reporting suspension of the following:

H10 Chief's Aide Joseph E. Morrison, Division 3, for two days, February 16 and 17, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H2 Firefighter Bridget M. Cullinane, Engine 19, for two days, January 15 and 16, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H1 Fire Rescue Paramedic Nicholas Holl, Medic 3, for one day, February 16, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H1 Fire Rescue Paramedic David Floersch, Division of Training, for six days, May 8 through 15, 2000, for violation of Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

H1 Fire Rescue Paramedic, Melvin Lee, EMS Division, for six days, May 8 through 15, 2000, for violation of Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

D. Leave of Absence

Submitting request for leave of absence with pay for T/Captain Pete Howes, EMS Division, Special Operations, for 12 days, May 1 through May 12, 2000, in order to attend the Special Operations Administration course at the National Fire Academy, Emmitsburg, Maryland. There is no cost to the City. T/Captain Howes will not be replaced.

E. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 11	99-0-142A	01-11-00		A	File

Off: Lt. Jeanne Seyler; Drv: FF Dennis King

Cause: Misjudged clearance – Eng 11, while making a tight right turn, clipped the rear bumper of a parked civilian vehicle

EMS RC 1	99-0-187	03-04-00	916	B	File

Off: T/Paramedic Captain Kevin Chocker

Cause: Hit and run – While RC 1 was parked in front of Station 13, civilian vehicle hit left rear view mirror of RC 1.

Engine 33	99-0-188	03-05-00	527	A	File

Off: Lt. Michael Bello; Drv: FF Antenor Molloy

Cause: Misjudged clearance – While pulling forward, Eng 33 lightly scratched a parked civilian vehicle

Truck 3	99-0-189	03-06-00	623	B	File

Off: T/Capt. Anthony Soule; Drv: FF Frank Kelly; Tlr: FF Jeffrey Malone

Cause: Trk 3, while parked at the scene of an incident, was struck by a civilian vehicle

Medic 5	99-0-190	03-07-00	716	C	File

Drv: FR Paramedic David Spencer

Cause: Medic 5 was responding with red lights and siren and, while proceeding slowly through an intersection against a red light, was struck by a civilian vehicle

Truck 15	99-0-191	03-09-00	622	C	File

Off: Capt. Stephen Gritsch; Drv: FF Edward Perricone; Tlr: FF Pedro Gonzalez

Cause: Misjudged clearance – While attempting to park, tiller of Trk 15 swung out striking the right rear of a stationary vehicle

Truck 8	99-0-192	03-15-00	608	B	Bill

Off: Lt. Raymond Dito; Drv: FF Fred Calonico; Tlr: Thomas Kuhn

Cause: Hit and run – Trk 8, while parked in front of Station 8, was struck by a civilian vehicle

Truck 14	99-0-193	03-16-00	611	A	File

Off: T/Lt. James Riley; Drv: FF Robert Barbara; Tlr: FF William Wong

Cause: Misjudged clearance – While preparing to park for an EMS Presidio Drill, Trk 14 struck a parked civilian vehicle

Medic 3	99-0-194	03-18-00	735	A	File

Drv: FR Paramedic James Green

Cause: Misjudged clearance – Medic 3, while pulling into a parking space, lightly struck a parked civilian vehicle

Engine 9	99-0-195	03-20-00	590	A	File

Off: Lt. Darryl Hunter; Drv: FF Rita Kearns

Cause: Misjudged clearance – Eng 9 was responding to an incident and, while backing up to negotiate a tight turn, clipped the rear end of a parked civilian vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Vice President Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and Items A through E with the exception of Item C on the Consent Calendar were approved or ordered filed as appropriate.

C. Suspension (Item Removed)

Reporting suspension of the following:

H10 Chief's Aide Joseph E. Morrison, Division 3, for two days, February 16 and 17, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H2 Firefighter Bridget M. Cullinane, Engine 19, for two days, January 15 and 16, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

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H1 Fire Rescue Paramedic, Melvin Lee, EMS Division, for six days, May 8 through 15, 2000, for violation of Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

Vice President Nakajo moved and Commissioner Soulis seconded.

John Darmanin wished to comment regarding the suspension of individuals by the department for tardiness or failure to report. He believes that in some cases there are extenuating circumstances for being tardy.

President Roff reminded Mr. Darmanin that it might not be appropriate for him to raise these issues before the Commission without the individuals' consent. Furthermore, President Roff noted that the individuals on the suspension list, if they so wished, had their own legal representation. Mr. Darmanin responded that he was not speaking for any individuals but only wished to comment that he found this issue to be upsetting and confusing of how individuals could receive days off for being tardy or failing to report when there could be extenuating circumstances.

There were no further questions or discussion and Item C was unanimously approved.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Public Comment

John Darmanin, speaking as a private citizen, wished to bring to the attention of the Fire Commission the department's non-response to a complaint he had submitted. He requested guidance from the Commission in getting his request answered.

Robert L. Demmons, Chief of Department, responded that the matter Mr. Darmanin is referring to is under investigation and no response would be forthcoming until the investigation is completed. He reiterated that if Mr. Darmanin uses the proper channels and the chain of command, he would get the proper response.

Tyrone Pruitt, President, Black Firefighters Association (BFA), wished to address the findings of the Commission in the Battalion Chief Audry Lee case. Mr. Pruitt found it disturbing that the burden of charges, namely, the Christmas 1999 shortage of personnel and the establishment of a policy that allowed personnel to defraud the City, were solely carried by Audry Lee, and that he was the only person punished in these incidents. Mr. Pruitt proceeded to review the Christmas incident and noted that the department was aware of the shortage by Thanksgiving and yet no plan had been brought forward. Furthermore, Mr. Pruitt pointed out that Audry Lee did not institute the policy of members of the department working overtime in the Bureau of Personnel and, therefore, should not take the sole responsibility for defrauding the City. Mr. Pruitt reiterated that he did not believe that the total burden of error lay with Audry Lee since numerous other individuals were involved. He stated that Audry Lee should not be given the 60-day suspension, which was recommended by the Chief and confirmed by the Commission, and hoped that during the appeal process the situation could be clarified. Mr. Pruitt believes that it is critical that the punishment should fit the situation.

John Darmanin wished to point out to the Commission that he felt he was being treated differently from the previous speaker when the Commission, somewhat reluctantly, allowed him to comment on a matter that had to do with discipline, namely suspensions. Since there seemed to be no reluctance in allowing the previous speaker to speak, Mr. Darmanin believes the Commission to be inconsistent in how it treats people. He believed he had been treated differently and he did not appreciate it.

President Roff responded that Mr. Darmanin had not been cut off and was given time to make his comments. He noted that Mr. Darmanin spoke in generalities about cases that were still pending before the Commission whereby Mr. Pruitt voiced his reaction to a specific case on which the Commission had acted and issued a statement. President Roff pointed out the distinction between Mr. Pruitt's advocacy and Mr. Darmanin's personal grievance. Mr. Darmanin insisted that it was the same issue.

Commissioner Nakajo stated that he and the Commissioners find it taxing that time and again Mr. Darmanin showed disdain and a lack of respect for the Commission by continuing to argue and debate an issue. Commissioner Nakajo pointed out that Mr. Darmanin had the right under public comment to state his point of view but not to challenge and debate. Furthermore, the Commission's tolerance has reached the point where it will no longer stand for this level of disdain and disrespect.

President Roff wished to comment on the case brought to the Commission's attention by Mr. Pruitt. He noted that Battalion Chief Audry Lee's case was well presented and well defended, and that the matters referred to by Mr. Pruitt were conscientiously reviewed and considered by the Commission. Furthermore, no decision taken by the Commission is done lightly or without a great deal of thought. President Roff thanked Mr. Pruitt for his comments.

C. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:25 p.m.

Tania Bauer
Secretary

City and County of San Francisco

2000 Combined Charities Campaign

March 22, 2000

Mr. Robert L. Demmons
Chief
Fire Dept.
City and County of San Francisco
698 Second Street
San Francisco, CA 94107

Dear Mr. Demmons:

As Chair of the 1999 City and County of San Francisco Combined Charities Campaign, I would like to offer my sincere thanks for your leadership and support in this year's efforts. Because of individuals like you, the Campaign was able to raise a record $736,000 for the community. Please find enclosed a Campaign Summary for your review.

Please be assured that you and your department's hard work will make a significant difference in the lives of people in need, and help create results you can see in your communities. Thank you for partnering with us to create a stronger, healthier environment for San Franciscans to live and work.

Again, thanks for your support. I look forward to working with you and your department this year as we attempt to build on our past success.

Sincerely,

Everett Brandon
1999 Campaign Chair

Encl.

The City with a heart

EDGEWOOD

Center for Children and Families

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April 28, 2000

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

On behalf of Edgewood Center for Children and Families, I want to express my heartfelt thanks for a visit on April 22 from the Fire Fighters Toy Program. The boys and girls were thrilled to meet the firefighters, tour the engines, and play with the hoses. And they all went back to their cottages with beautiful new Easter toys.

The children who live at Edgewood are severely emotionally disturbed. Abused and abandoned by their parents, they struggle with low self-esteem. The firefighters treated our boys and girls with great kindness and compassion, and it is this for which we are most grateful. The Fire Fighters Toy Program richly contributes to this community.

Warmest Regards,

Yvette De Andreis
Community Relations Coordinator
(415) 682-3116

LINDA KOFNOVEC
2394--16TH Avenue
San Francisco, CA 94116
(415) 664-8176
(415) 369-7392

May 2, 2000

San Francisco Fire Department
Station 40
2155 18th Avenue
San Francisco, CA 94116

Re: Fire at 548 Taraval on Sunday, April 30

Dear Station 40:

This letter is to express my extreme gratitude for the work you did in attending to the fire at 548 Taraval on last Sunday, April 30.

I had left my house, 2394 - 16th Avenue which directly abuts 548 Taraval, at 11 in the morning and when I came back about 8 p.m., walking down Taraval I started to see the piles of burned rubbish in the street and then the building itself. I wasn't able to see my building directly so I could not tell the extent of the damage.

As it turns out, there was no damage whatsoever to my apartment. Even more importantly as I have three cats I can't explain my relief when I knew everything was OK. I understand from my neighbors that the Fire Department responded immediately and took direct and obviously very efficient actions to avert any damage to other property. I will remember my very good luck on this occasion because of your very hard work.

Thank you so very much.

Sincerely,

Linda Kofnovec

cc: Robert Demmons, Chief SFFD
698 Second Street
San Francisco, CA 94107

FRANCINE CARTER
160 Jerrold Avenue
San Francisco, CA 94124
415) 822-4563

RECEIVED
APR 24 2000
San Francisco
Fire Commission

April 2, 2000

San Francisco Fire Department
Attn: Robert Demmons, Fire Chief
698 Second Street
San Francisco, CA 94107

Re: Crisis and Response

Dear Chief Demmons,

THANK YOU is not descriptive enough to express the care, kindness, and assistance that we received from San Francisco Fire Department and Rescue Team on February 22, 2000 at 41 Kiska Road (Bayview Hunters Point District) San Francisco, California. My friend, Sandra Cummins was discharged from Stanford University Hospital in Palo Alto, after receiving her last dose of radiation treatment. Upon discharge, Sandra's 70 years old mother, Helen Cummins was given a crash course on trouble shooting a PCA line for morphine and IV drip, Discharge Summary, Hospice Care information, and a host of prescriptions for taking care of her dying daughter. Questions were raised about her oxygen, prior to discharge but the patient was not given an oxygen tank. The next step was to get her prescription filled (at Stanford Hospital) and we proceeded to her home in San Francisco.

Once we arrived at her resident around 3:20 p.m., Sandra began to ask for oxygen. Calls were made to Hospice Care, as instructed by Stanford, before discharge. We were in need of a nurse to evaluate the situation. We informed Hospice Care, Sandra was asking for oxygen. After a number of telephone calls and conversations, we were finally informed a hospice nurse would not be coming out. It was too late and someone will contact us first thing in the morning. Eventually, Helen Cummins called my sister Frances Carter, R.N. at home, while I was away trying to get food for them to eat. Mrs. Helen Cummins expressed to Frances Carter the urgency of oxygen for her daughter, Sandra. Frances instructed her to call "911" to assist in the situation, and she would be there soon. I arrived in the home seconds, after Mrs. Helen Cummins had placed the "911" call. Mrs. Helen Cummins proceeded to say Sandra needed oxygen and Frances informed her to contact "911." It was obvious her mother was a little emotional, but tried to stay calm during this crisis. My heart goes out to Mrs. Helen Cummins, because she had lost, Gail Cummins her daughter in 1995 from breast cancer and now facing the death of her girl, Sandra Cummins with sinus cancer.

The Fire Department arrived and Rescue arrived soon after. They evaluated the situation and realized they could only hear one lung. Mrs. Helen Cummins was explaining she had only one lung, due to the cancer. I was with another firefighter giving him all the medication, Discharge Summary, and instruction given to us by Stanford. Rescue wanted to transport Sandra to the hospital and it was refused, because Sandra wanted to spend her last days at home. After the team had a full understanding of our situation, they explained we needed a form that states, "NO CODE" for future emergencies, and explained what that entailed. They got Sandra's oxygen started and stayed in the home until she was stable. They then asked, "What else can we do to assist you?" We needed to get Sandra upstairs into bed. We had recently obtained a hospital bed for Sandra and it was necessary to prepare the bed with sheets. One of the firefighters volunteered to help me make the bed, while the other's discussed the best method of getting Sandra upstairs. Sandra Cummins being strong minded and always had a strong will, informed them she would walk up the stairs. After the bed was made, I looked down the stairs, and saw a group of *Angels* (firefighters) surrounding her as she walked the stairs. The firefighters and rescue guys were amazed she was strong and shocked that she was coherent. One of the guys conveyed to Sandra that his mother had just died of cancer a few months ago and his heart goes out to her. He also expressed that she was lucky to be in such a loving home. After they got Sandra comfortable in bed, they asked again, "What else can we do to assist you?"
I expressed that things appeared to be under control, she was in bed and comfortable and my sister is in route to take care of dispensing her medications. Moments later, while the *Angels* (firefighters) were making sure she was tucked in comfortably, Sandra Cummins said to them, "THANK YOU VERY MUCH," then I saw smiles on the *Angels* faces. They soon, said their good byes and informed Sandra to call, if she needed them.

As I walked them to the door, one of the Angels expressed his concern about me being so small (100 lbs.) trying to take care of her. He wanted to ensure me, that I was too small to carry or pull on Sandra, because I could injure myself. After a brief conversation about my well being my sister, the nurse, arrives at the home with a strong male friend. The *Angel* (firefighter) then appeared to be relieved. We all expressed our appreciation for the great and sincere service that was rendered by San Francisco Fire Department and Rescue Team. Please tell them, "***THANK YOU FOR THE DOSE OF LOVE that they administered.***"

Enclosing, I realize that employees are as good as their leader. Chief Demmons your staff is a direct reflection upon you. You have demonstrated great leadership and have mold future leaders for the Bayview Hunters Point Community. I salute you.

With Sincere Thanks,

Francine Carter

Francine Carter

cc: City and County of San Francisco, Willie L. Brown, Jr., Mayor
Department of Corporation, Warren Barnes, Supervising Counsel
Stanford Health Services, Oncology Department, Harlan A. Pinto, M.D.
Stanford Health Services, Pain Clinic, Raymond Gaeta, M.D.

League of California Cities
www.cacities.org

Better Cities – A Better Life

April 25, 2000

Lorrie A. Kalos, Assistant Deputy Chief
City of San Francisco
698 Second Street, Room 313
San Francisco, CA 94107-2015

Re: Results of the Screening Juries Selections
Category: Public Safety
Entry: San Francisco Fire Department Youth Fire Cadet Program

Dear Lorrie:

The 2000 California Cities Helen Putnam Award for Excellence screening juries have just completed the very difficult task of evaluating 249 applications received this year in eleven categories. Each nomination submitted shows that California's cities have strong leadership; are well managed; and, are responsive to changing community needs. You should be proud of your accomplishments!

The screening juries, which consisted of city officials from each of the respective League policy committees, were most impressed with the caliber of the applications.

While your city's application was not selected as one of the finalists, your application and the program you have accomplished are a tribute to you and to the city's leadership.

On behalf of the League of California Cities we are pleased to present you with the enclosed certificate. Thank you for your participation in the 2000 Award for Excellence Program and we encourage you to submit an application in 2001.

Sincerely,

Clark Goecker
Assistant Director For Corporate Programs

Enclosures: List of Applications by Category
Certificate

cc: William L. Lee, City Manager
00/apprec.doc

Conference Registration Office
Post Office Box 1519
Lafayette, CA 94549
925.283.2113
FAX 925.283.7833

Headquarters
1400 K Street
Sacramento, CA 95814
916.658.8200
FAX 916.658.8240

Southern California Office
602 East Huntington Dr., Suite C
Monrovia, CA 91016
626.305.1315
FAX 626.305.1345

Lufthansa

Lufthansa Airline | Member of IATA

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DIRECTOR'S OFFICE

Mr. John L. Martin
Airport Director
San Francisco Int'l Airport
P. O. Box 8097
San Francisco, CA 94128

San Francisco Int'l Airport
P. O. Box 280085
San Francisco, CA 94128-0085
Tel: (650) 876-7333
Fax: (650) 742-9307

Your Ref.	Our Ref.	Date
	sbs	31 March 2000

Dear Mr. Martin,

On Tuesday, March 28, 2000 Mr. Scott Keller and his team from Firehouse # 3 assisted us with our flight LH 454 from Frankfurt.

We had been informed by our Budapest office that an inbound passenger would only require a wheelchair to disembark. When the aircraft was on the gate, the passenger arrived on a stretcher and it was determined that he would require a "gurney" to be taken off the aircraft.

Due to our short turnaround time we had no choice but to call the paramedics. Mr. Keller and his team responded. The passenger was carried out of the aircraft by a stretcher/gurney. What made this incident more complicated was that the passenger had to be transferred to an Alaska Airlines flight to Portland. No stretcher had been installed on that flight. Mr. Keller and his team helped in transferring the passenger to their connection flight and to sit the passenger on the awaiting aircraft. The passenger then flew in a first-class seat onto his final destination.

Mr. Keller and his team remained focused during the entire situation. This helped us greatly to get the passenger off our aircraft and onto the connecting flight in a timely manner. For this we want to thank Mr. Keller and his team. We regret any inconvenience that this incident might have caused.

Very truly yours,

Lufthansa German Airlines
San Francisco

D. Scott Bennett
Duty Station Manager

April 18, 2000

I February I had the opportunity to receive NERT training. I found the training helpful.

I now find myself checking masonary walls and planting for a least two visits.

I appreciate the training and hope others have the chance to avail themselves of it.

Thank you for providing this training especially on Treasure Island where I work. There should have been other people there. I hope there will be the next time you offer the classes.

Sincerely,

Tralee W. Dobson

Tralee W. Dobson
Treasure Island School
S.F. Ct

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Cheif Robert L. Demmons
San Francisco Fire Department
698 2nd ST.
San Francisco, CA. 94107-2015

April 25, 2000

Dear Cheif Demmons,

I attended and finished the NERT class on April 13, 2000. The classes were informative, fun and well presented by members of the S.F. Fire Department.

After completion of my training, I attended the NERT drill at Marina Middle School, on April 15, 2000. The drill was well organized but we did n't get the opportunity to use fire extinguishers or do cribbing with levers & fulcrums. Maybe in our next drill in October these exercises can be included.

In the future I intend to recruit as many people as I can. I also hope to become our neighborhood coordinator.

Sincerely

Reggie Pottus
Chicago Barber Shop

FIRE COMMISSION
City and County of San Francisco

F
50
2
/25/00

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-13

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – May 25, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Paul J. Tabacco	Acting Chief of Department
Joseph C. Asaro	Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Division of Training
Gary P. Massetani	Fire Prevention

Chief Officers – Firefighting Services:

Robert G. Boudoures	Division 1 (Acting)
Frank Cercos	Division 2
Arthur W. Kenney	Division 3

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2. APPROVAL OF THE MINUTES

Minutes of the Regular Meeting of May 11, 2000 were not ready for adoption.

Note: Minutes of the Regular Meetings of April 27, May 11 and 25, 2000, and the Special Hearing of April 13, 2000, will be approved at the meeting of June 8, 2000.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through G) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during April, 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, April 15 through April 28, 2000.

B. Appointments

Reporting the following PROVISIONAL appointment effective *MAY 10, 2000*:

H40 Battalion Chief

Jimmie Braden (vice: per settlement)

Reporting the following PERMANENT appointment effective *FEBRUARY 6, 2000:*

H3 Firefighter/Paramedic

Darren K. Bortmas

Reporting the following PERMANENT appointments effective *MAY 14,* 2000:

H2 Firefighter

Nancy Barsotti
Lisa Holdcroft
Rachel A. Marcic
Kim H. Wilson
Kevin W. Garry
Jason T. Mishler
Sean E. Visser
Ramon Simon
Catherine A. Emmons
Scott V. Hua
Anson S. Wu
Richard D. Untalan
Kristen T. Cottonreader
Megan C. Franzen
Rita L. Kearns
Sig Wallen
Darryl F. Brewster
Jorge A. Plata
Deryk C. Lee
Shane Murphy

Temporary Appointments

Reporting having made 295 temporary appointments April 15 through April 28, 2000.

C. Retirement

Communication received from Retirement Board indicating the following member has retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Hansen, Jerry E.	H20 Lieutenant	Service	May 17, 2000

(Retirement Certificate will be presented at Fire Commission meeting of June 22, 2000)

D. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	Rank	Dates	Days	Military Organization	Purpose
Meneses, Ferdinand Sgt. E-5	H2 FF	05-06-00 05-07-00	2	US Army Res. Oakland, CA	Attend Inactive Duty Training
Simon, Ramon Sgt. E-5	H2 FF	06-04-00 06-05-00	2	US Army Res. Oakland, CA	Attend Inactive Duty Training

E. Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Firefighter/Paramedic Stuart Sprung, for ten days, May 13 through 22, 2000, in order to be deployed to the Ukraine for a joint National Guard and Disaster Medical Assistance Team training exercise and relief mission. Transportation and lodging will be provided through the NATO State Partnership for Peace program. Firefighter/Paramedic Sprung will require scheduling modifications for his orientation.

Michael Taylor, Director, MIS, for two days, May 18 and 19, 2000, in order to attend the National Fire Information Council (NFIC) Spring Conference in Orlando, Florida. Transportation, lodging and registration will be funded by NFIC. Mr. Taylor will not be replaced.

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Truck 1	99-0-196	03-23-00	624	A	File
Off: T/Lt. Robert Winslow; Drv: FF Thomas Rey; Tlr: FF Stephan Gregory					
Cause: Misjudged clearance – While backing into quarters, Trk 1 struck side of bay; spotters were posted					
Medic 7	99-0-197	03-26-00	734	A	File
Drv: FF/PM Michael Menefee					
Cause: Misjudged clearance – Medic 7 was responding to an incident and, while passing a double parked car, struck mirror of civilian vehicle					
Medic 41	99-0-198	03-27-00	708	C	File
Drv: FF/PM Alan Freebury					
Cause: Medic 41, while pulling out of a parking space, was struck by a vehicle which was in Medic 41's blind spot					
Truck 10	99-0-199	03-29-00	613	A	File
Off: T/Lt. Michael Patt; Drv: FF John Duesing; Tlr: FF Mark Macias					
Cause: While Trk 10 was backing into quarters, driver's foot slipped off brake and hit accelerator causing Trk 10 to strike station bumper guard; spotters were posted					

B.F.P. Drv:	99-0-200	03-29-00	024	B	File

Cause: Hit and run – While parked, department vehicle was hit by civilian auto which left scene

Headquarters Off: Lt. Edward Campbell	99-0-201	03-30-00	309	C	File

Cause: Misjudged clearance – While parallel parking on the left side curb, department vehicle came in contact with civilian auto making right turn around corner

Medic 8 Drv: FR Paramedic David Egdal	99-0-202	03-31-00	724	B	Bill

Cause: Medic 8 was responding with red lights and siren and, while proceeding through an intersection with the green light, was struck by a civilian vehicle

Engine 41 Off: Capt. David Sullivan; Drv: FF Joseph Sorensen	99-0-203	03-31-00	536	B	Bill

Cause: While stopped in traffic, Eng 41 was struck by civilian vehicle backing up

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for April 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*	*Date of Accident*
Somchai Lee	$6,104.00/3,575.00	99-0-005 (A) Eng 19	07-04-99
Sofya Dravta	500.00	99-0-100A (C) Medic 36	10-20-99
Sequoia Financial	628.34/ 628.34	99-0-100 A (C) Medic 36	10-20-99
Matthew Fior	928.12/ 928.12	99-0-088 (C) Medic 5	10-29-99
John Dietzen	889.73/ 889.73	99-0-098 (C) DOT	11-12-99
Salvacion Cajayon	1,686.88/1,664.88	99-0-127 (A) Eng 32	12-21-99
Ward Supplee	1,042.25/1,042.25	99-0-168 (A) Trk 6	02-05-00
Frederic Carver	2,121.39/ 567.00	property damage	01-13-00

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and Items A through G on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for April, 2000.

Vice President Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and the monthly report of Chief of Department was approved.

C. Formal Complaint

Submitted formal complaint against Lieutenant Michael Castagnola, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3905 – Unfamiliarity with Rules
Section 3806 – Sick and Disability Rule
Section 4008 – False Testimony

D. Formal Complaint

Submitted formal complaint against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3912 – Intoxicants/Drugs
Substance Policy – Employee Refusal for Drug Test
Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

Deputy City Attorney John Cooper advised President Roff that the June 22, 2000 date, for which both hearings (Items 4C and 4D) were scheduled, was beyond the 30-day limit. Mr. Cooper explained that the Charter requires that the trial and hearing take place within 30 days of the date of the formal complaint filed with the Commission. He recommended that the Commission move the date for the hearing to the next Commission meeting and authorize the Secretary to set a date with the parties and their counsel.

President Roff directed the Secretary to inform Lieutenant Michael Castagnola and Chief's Aide Horacio Candia that the trial and hearing will be held June 8, 2000, at 6:00 p.m.

E. Public Comment

President Roff wished to congratulate the department on the approval by the Finance Committee of its full supplemental budget request, which included funding for personal protective equipment, overtime and disability. The presentation was made by Paul Tabacco, Deputy Chief of Operations, and Debra Ward, Chief Financial Officer, with the assistance of members of the command staff.

F. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:10 p.m.

Tania Bauer
Secretary

City and County of San Francisco

Department of Human Services

Will Lightbourne
Executive Director

Deputy Directors
Bill Bettencourt
Jim Buick
Sally Kipper

May 5, 2000

Fire Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, California 94107

Dear Fire Chief Demmons:

On behalf of the Department of Human Services, we would like to express our sincere thanks for your participation in our 2000 Take Your Daughters To Work Day.

According to all of the feedback we have received from the girls who attended, their sponsors, workers, and other observers, the event was a huge success. The girls were very excited about all of the events and exhibits, they were interested and engaged, and many of them were heard saying they were anxious to return next year! None of this could have happened without your generous contribution of energy, creativity, and commitment to the event.

Again, thank you for your contribution and support to this important event.

Sincerely,

Magaly Fernandez
and The Committee for Take Your Daughter to Work Day

(415) 557-5000 P.O. Box 7988 San Francisco, California 94120

City and County of San Francisco **Department of Human Services**

Will Lightbourne
Executive Director

Deputy Directors
Bill Bettencourt
Jim Bulck
Sally Kipper

May 5, 2000

Lieutenant Nicole Juratovac
San Francisco Fire Department
698 Second Street
San Francisco, California 94107

Dear Lieutenant Juratovac:

On behalf of the Department of Human Services, we would like to express our sincere thanks for your participation in our 2000 Take Your Daughters To Work Day.

According to all of the feedback we have received from the girls who attended, their sponsors, workers, and other observers, the event was a huge success. The girls were very excited about all of the events and exhibits, they were interested and engaged, and many of them were heard saying they were anxious to return next year! None of this could have happened without your generous contribution of energy, creativity, and commitment to the event.

Again, thank you for your contribution and support to this important event.

Sincerely,

Magaly Fernandez
and The Committee for Take Your Daughter to Work Day

SAINT IGNATIUS COLLEGE PREPARATORY
2001-37th Avenue
San Francisco, California 94116
(415)731-7500

Counseling

May 10, 2000

Mr. Robert Demmons, Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons,

On behalf of the St. Ignatius Community I want to express my thanks for the participation of Engine 18 and Engine 23 of the San Francisco Fire Department in the "Car Wreck Event" held at our campus on April 17, 2000.

The participation of the Fire Department helped to reinforce the message we tried to deliver to our students through this event.

I know you are aware of the extent and danger of teenage drinking today. I feel whatever we can do to dissuade substance abuse of any kind will not only help the students individually, but the community as a whole.

The feedback from our students has been positive and I appreciate your cooperation in helping us to make the demonstration so successful.

I look forward to working with you in the future. A copy of this letter is enclosed for your use.

Sincerely yours,

Michael P. Thomas

Michael Thomas
Department Chair and
"Car Wreck Event" Coordinator

Enclosure

May 4, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

Dear Chief Demmons,

I recently completed the San Francisco Fire Department's *Neighborhood Emergency Response Team Training* and participated in the City-Wide NERT Drill this April. These were some of the best civic experiences I have ever had. The SF Fire Department trainers were competent and responsive, and I feel much more confidence in my abilities to be of service in the event of a city-wide disaster. Thank you for continuing to support this important city resource.

Sincerely,

Theresa Montini

Theresa Montini
730 Leavenworth St. #6
San Francisco, CA 94109

SF
F50
#2
6/8/00

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-15

FIRE COMMISSION REGULAR MEETING
Thursday, June 8, 2000 - 6:00 p.m.
698 Second Street, Room 102

Minutes

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Item No.

1. On **ROLL CALL,** the following Commissioners were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo

Commissioner Pat Norman was detained at the Los Angeles Airport. Commissioner Russell Roeca was excused for business reasons. Commissioner Ted Soulis was on vacation.

Since a quorum could not be achieved, President Roff designated the meeting as ***informational only.***

4.C. Formal Complaint

Submitting formal complaint against Lieutenant Michael Castagnola, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3905 – Unfamiliarity with Rules
Section 3806 – Sick and Disability Rule
Section 4008 – False Testimony

President Roff appointed Commissioner Norman as the hearing officer. The hearing will commence on August 24, 2000, at 4:00 p.m. At that time, Commissioner Norman will set the schedule and hear arguments to determine scope of hearing. Schedules and submission of briefs will be arranged through the Secretary.

4.D. Formal Complaint

Submitting formal complaint against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3912 – Intoxicants/Drugs
Substance Policy – Employee Refusal for Drug Test

Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

President Roff appointed Commissioner Roeca as the hearing officer. The hearing will commence on July 13, 2000, at 4:00 p.m. At that time, Commissioner Roeca will set the schedule and hear arguments to determine scope of hearing. Schedules and submission of briefs will be arranged through the Secretary.

4.E. Communications Received by Commission

Eight communications were received by the Commission from April 21, 2000 through May 31, 2000.

G. Adjournment

The *informational* meeting was adjourned at 6:20 p.m.

Tania Bauer
Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-17

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – June 22, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was absent.

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Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Joanne Hayes-White	Division of Training
Daniel A. Sullivan	Support Services

Chief Officers – Staff:

Richard C. Shortall	Emergency Medical Services

Chief Officers – Firefighting Services:

Bernie F. Lee	Division 1
Richard D. Bracco	Division 2 (Acting)
Aaron C. Stevenson	Division 3

2. APPROVAL OF THE MINUTES

Regular Meetings of April 27, May 11 and May 25, 2000, the Special Hearing of April 13, 2000, and the Special Meetings of April 12 and May 3, 2000.

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and the minutes were approved as amended.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during May 2000.

Division of Management Services

Submitting monthly reports from Division of Management Services concerning activities performed during April and May, 2000.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, April 29 through May 12, 2000, and May 13 through May 26, 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *JUNE 10, 2000*:

H3 Firefighter/Paramedic

Daniel Casey
Beth Goudreau
Fred Salan
Rachael Atchison

(Note: The above four H3 Firefighter/Paramedics are appointed vice self. They are currently H2 Firefighters)

John Wilkosz
Uwe Blesching
Matthew Monroe
Thomas VanDerRee
Daniel Verhage
Robert Weaver
Anthony Valerio
Jesse VanBuskirk
Richard Trezevant
Anthony Taormina
Terry Stanford
James Spaelti
Sahir Putrus
Paul Piancone
Mark Nicholas
Peter Leonard
Scott McGehee
John Christy
David Drabble
David Dung
Terry Fitzsimmons
Lawrence Ho
Daniel Fleming
David Floersch
Willie Humphrey
Thomas Jaquysh
Frank McMahan
Mikael Bayless
Robert Belot
Frederick Binkley
Marco Carniglia

(Note: The above 31 H3 Firefighter/Paramedics are appointed vice self. They are currently H1 Fire Rescue Paramedics)

Reporting the following PROBATIONARY appointment effective *JUNE 17, 2000*:

H3 Firefighter/Paramedic

Russell Zimmerman (vice: self, from H1 to H3)

Reporting the following PERMANENT appointment effective *MAY 10, 2000*:

2328 Nurse Practitioner

Colleen Bales

(*Note: Colleen Bales was appointed PROVISIONAL 2328 Nurse Practitioner, effective 05-10-99. She was certified 01-22-00)*

Reporting the following PROBATIONARY appointment effective *MAY 29, 2000:*

1446 Secretary II

Cecile Soliai (vice: Arletta Branchcomb, resigned)

Reporting the following PROBATIONARY appointment effective *JUNE 5, 2000:*

1446 Secretary II

Maria Mersai-Press (vice: Evamarie Atijera, apptd. 1450 Exec. Secty. I)

(Note: Maria Mersai-Press was appointed PROVISIONAL 1446 Secretary II, effective 05-29-00)

Reporting the following PROVISIONAL appointment effective *MAY 29, 2000*:

7334 Stationary Engineer

Ronnie Medina (vice: from Temporary Exempt)

Temporary Appointments

Reporting having made 239 temporary appointments April 29 through May 12, 2000, and 245 temporary appointments May 13 through May 26, 2000.

C. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	Rank	*Dates*	*Days*	*Military Organization*	*Purpose*
Donnelly, Mark E-9	H30 CAPT	06-16-00 thru 07-04-00	12	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Gadbois, Christian Sgt.	H3 FF/PM	05-13-00 thru 05-25-00	8	CA Army Nat'l Gd. Sacto, CA	Attend Active Duty Training

D. Suspension

Reporting suspension of the following:

H40 Battalion Chief, Richard Bracco, Battalion 2, for two days, June 4 and 5, 1999, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H10 T/Chief's Aide Frank Cuffe, Battalion 3, for two days, December 12 and 13, 1998, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H2 Firefighter Christopher Curto, Engine 7, for the following:

two days, December 23 and 24, 1998, and
two days, May 22 and 23, 2000

for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H2 Firefighter Charles Hallgren, Truck 10, for six work days, June 18/19, 21/22, 24/25, 2000, for violation of the Rules and Regulations as follows:

Section 3911 – Altercations
Section 3915 – Proper Behavior
Section 3924 – Insubordination

H3 Firefighter/Paramedic Eric Roach, Medic 5, for two days, June 9 and 10, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H1 Fire Rescue Paramedic Chris Posey, Vacation Relief, for two days, May 16 and 17, 1999, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

H1 Fire Rescue Paramedic Cari Pouchnik, Medic 36, for two days, December 30 and 31, 1999, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

E. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Date*	*Serial No.*	*Category*	*Recommendation*
N.E.R.T.	99-0-204	03-03-00	372	C	File
Off: Lt. Patricia Yuen					
Cause: Misjudged clearance – While changing lanes, department vehicle struck right rear fender of civilian vehicle					
Medic 12	99-0-205	04-02-00	731	A	File
Drv: FF/PM Ronald Johansen					
Cause: Misjudged clearance – Medic 12 was transporting patient and, while making a U-turn, clipped a parked vehicle					
Engine 36	99-0-206	04-03-00	514	B	File
Off: Lt. Jerry Scullion; Drv: FF Shane Francisco					
Cause: Eng 36 was parked and, while driver was re-entering, the door of Eng 36 accidentally struck parked civilian vehicle					
Engine 37	99-0-207	04-07-00	596	B	File
Off: Lt. Manuel Vasquez; Drv: FF Edward Londono					
Cause: Eng 37 was turning left onto 19th Street; at the same time a motorcycle was passing a double parked garbage truck at the intersection; driver of motorcycle moved forward, and stated that Eng 37 hit him					

EMS RC 2 99-0-208 04-08-00 915 C File
Off: T/Paramedic Captain Salvatore Taormina

Cause: Misjudged clearance – RC 2, while travelling in stop-and-go traffic, lightly struck stopped civilian vehicle in front of RC 2

Engine 48 99-0-209 04-13-00 502 A File
Off: Lt. William DeMattei; Drv: FF Alphonso Howard

Cause: Open compartment door – While exiting quarters, open compartment door of Eng 48 struck apparatus door railing causing damage to the door track and the compartment door

Medic 9 99-0-210 04-14-00 725 C File
Drv: FR Paramedic Debra Tanis

Cause: Misjudged clearance – Medic 9, while making a U-turn, lightly struck a civilian vehicle

ResAmb 32 99-0-211 04-15-00 715 A File
Drv: FF Natalie Hernandez

Cause: Misjudged clearance – ResAmb 32, while parking in front of Station 32, struck overhanging tree branch damaging right rear marker light

Medic 18 99-0-212 04-16-00 717 B Bill
Drv: FF/PM Ronald Johansen

Cause: Medic 18, while making a U-turn, was struck by a civilian vehicle

Division 2 99-0-213 04-17-00 207 A File
Off: T/AC Richard Bracco; Drv: C/A Melinda Talmadge

Cause: Misjudged clearance – Div 2, while backing out of driveway, struck left rear bumper of civilian vehicle

SFFD Museum 99-0-214 04-18-00 A File
Drv: FF Colin Mackenzie

Cause: Misjudged clearance – While backing up apparatus, driver struck vehicle that had double parked behind apparatus

Rescue 1 99-0-215 04-19-00 869 A File
Off: Lt. Patrick Gardner; Drv: FF Frank Puccetti

Cause: Misjudged clearance – While exiting station in response to a medical call, Res 1 struck cement base of apparatus door

D.O.T. 99-0-216 04-19-00 799 A File
Off: Lt. Ethan Banford

Cause: Misjudged clearance – While pulling out of a parking space, DOT van struck a parked vehicle; no spotters were posted

Engine 13 99-0-217 04-20-00 524 B File
Off: T/Lt. David Russell; Drv: FF Anthony Branchcomb

Cause: Misjudged clearance – While parked to investigate an alarm, Eng 13 was struck by a cab making a right turn

Medic 3 99-0-218 04-20-00 735 A File
Drv: FF Tracy Courtney

Cause: Misjudged clearance – Medic 3, while pulling over to the right to park, grazed the tire of a parked vehicle

Engine 21 99-0-219 04-21-00 526 C File
Off: T/Lt. Robert Blackburn; Drv: FF Trace McCulloch

Cause: Misjudged clearance – Eng 21, while changing lanes, lightly grazed a vehicle that was in Eng 21's blind spot

Truck 13 99-0-220 04-30-00 621 A File
Off: T/Lt. Kerby Lau; Drv: FF Anthony Branchcomb; Tlr: FF Allen Wu

Cause: Misjudged clearance – Trk 13, while backing into quarters, struck the stanchion in the station; spotters were posted

Engine 43 99-0-221 05-02-00 505 B Bill
Off: Lt. Gilbert Cortez; Drv: FF Dustin Novo

Cause: Misjudged clearance – Eng 43, while parked, was struck by a passing civilian vehicle

Engine 39 99-0-222 05-04-00 592 A File
Off: Lt. David Dryden; Drv: FF Larry Abella

Cause: Misjudged clearance – Eng 39, while turning left into driveway of incident building, lightly struck a parked civilian vehicle

Medic 8 99-0-223 05-05-00 724 B Bill
Drv: FRP Karl Jurgenson

Cause: Medic 8 was responding to a motorcycle incident and, while making a left turn, was struck by a civilian vehicle which was also making a left turn

Engine 16 99-0-224 05-06-00 133 A File
Off: T/Capt. Donald Frediani; Drv: FF Michael Cotton

Cause: Misjudged clearance – Eng 16 was responding to a medical call and, while making a right turn, struck a parked vehicle

Engine 39 99-0-225 05-07-00 592 B File
Off: T/Capt. Thomas Murray; Drv: FF Kevin Garry

Cause: While Eng 39 was attempting to make a tight turn on a narrow street, the left rear tailboard of Eng 39 struck the curb causing damage to the diamond plate

Engine 17 99-0-226 05-09-00 534 A File
Off: Lt. John Beckerley; Drv: FF John Chung

Cause: Misjudged clearance – Eng 17 was responding to a medical call and, while moving closer to the curb to locate the street address, struck a parked civilian vehicle

Engine 40 99-0-227 05-09-00 507 A File
Off: Capt. Khairul Ali; Drv: FF Cynthia Rickert

Cause: While Eng 40 was backing into quarters, the multiversal of Eng 40 struck the lower panel of the apparatus door; spotters were posted

Engine 36 99-0-228 05-12-00 514 C File
Off: Capt. Kevin Burke; Drv: Kevin Kramer

Cause: Misjudged clearance – Eng 36, while responding, struck the mirror of a passing civilian vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for May 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident Number/Category/Unit*	*Date of Accident*
Hui Sun Lei	$ 0.00/1,202.67	98-9-088 (A) Eng 1	10-31-98
Pamela Brown	3,531.12/3,531.12	99-0-007 (A) Eng 6	07-05-99
Chesapeake Systems	975.20/ 975.20	99-0-019A (A) Eng 1	07-20-99
Rosalee Verrett	676.99/ 676.99	99-0-081 (A) EMS RC2	10-22-99
Rolando Aguilar	937.03/ 937.03	99-0-113 (A) Eng 43	12-05-99
Denise Newman	2,299.56/ 154.85	99-0-136 (A) Trk 12	01-03-00
Michael Calica	1,982.45/1,982.45	99-0-167 (C) Toy Program	11-24-99
Roland Lagomarsino	823.00/ 823.00	property damage	05-21-99
Manuel Quinn	4,720.00/4,720,00	property damage	12-27-99
Noel Fletcher	1,096.96/ 990.44	property damage	04-01-00

Commissioner Norman moved and Commissioner Roeca seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted 20 letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for May 2000.

Commissioner Roeca moved and Vice President Nakajo seconded.

John Darmanin asked for clarification of the request to receive a copy of the Chief's Monthly Report. The Secretary responded that a separate request is necessary for each report. Requests via Email are accepted.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Meritorious Awards

Submitted for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, and Civilians, from October 1999 through March 2000:

Recipient	*Rank/Company*		*Date*	*Award*
a. Uniformed Members				
James M. Coyne	T/CAPT	Truck 7	10-03-99	Unit Citation
John I. Dobshinsky	FF	Truck 7	10-03-99	Unit Citation
Albert C. Hom	FF	Truck 7	10-03-99	Unit Citation
Robert J. Vigil	FF	Truck 7	10-03-99	Unit Citation
Anthony D. Yee	FF	Medic 18	02-14-00	Class "C"
Britton L. Smith	FF	Rescue 1	03-09-00	Class "C"
Frank Puccetti	FF	Rescue 1	03-09-00	Cert. of Com.
Michael D. Patt	T/LT	Truck 6	03-20-00	Ltr. of Com.
Kevin F. Callanan	FF	Truck 6	03-20-00	Ltr. of Com.
Wayne A. Martin	FF	Engine 6	03-20-00	Ltr. of Com.
Rafael Gordon	Fire Res P/M	Medic 2	03-20-00	Ltr. of Com.
Jerry Chiang	FF	Rescue 1	03-26-00	Class "C"
Stephen J. Smith	LT	Rescue 1	03-26-00	Ltr. of Com.
Felix T. Duag	FF	Rescue 1	03-26-00	Ltr. of Com.
Chuteh M. Kotake	FF	Engine 32	03-26-00	Ltr. of Com.
Janet L. Brock	FF	Engine 48	03-26-00	Ltr. of Com.

b. Civilians

Arnoldo Gomez	02-14-00	Cert. of Com.
Esteban Burchard, M.D.	02-14-00	Cert. of Com.

Commissioner Roeca moved and Commissioner Norman seconded.

Vice President Roff wished to acknowledge the individual accounts of heroism, selflessness, and dedication, which once again illustrated the high performance and high standards of the Fire Department. He extended the Commission's congratulations to each firefighter and to the two civilians.

There were no further questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

D. Communications Received by Commission

Four communications were received by the Commission from June 1, 2000 through June 15, 2000.

E. Public Comment

John Darmanin, speaking as a private citizen, wished to discuss the department's budget submittal and the proceedings before the Board of Supervisors Finance and Labor Committee. Mr. Darmanin was able to obtain a copy of the Budget Analysts report and was concerned about Harvey Rose's various cuts, especially those concerning PPE and staffing at Treasure Island. Mr. Darmanin believes that Mr. Rose's report contains a great deal of misinformation and he hoped that the Administration and the Commission would address these matters with the Budget Analysts' staff. Mr. Darmanin told the Commission that he had sent a letter to the Board of Supervisors, with a copy to the Secretary, emphasizing the issue of PPE from his prospective as a firefighter and a member of the Health and Safety Committee as well as the Uniform Committee. He reiterated the importance of this matter since grievances and OSHA complaints were involved.

President Roff thanked Mr. Darmanin for his efforts and noted that even though Mr. Rose is quite proficient, he is not always fully aware of the true consequences of some of his recommendations.

Commissioner Nakajo wished to acknowledge his and President Roff's recent site visit to Communications arranged by Assistant Deputy Chief Hayes-White. He asked ADC Hayes-White to apprise the Commission of the personnel that assisted with the visit.

ADC Hayes-White informed the Commission that Battalion Chief Doug Goodin provided the tour of the Emergency Communications Department assisted by Lieutenant David Franklin and Acting Captain Glenn Ortiz-Schuldt. The Commissioners visited the call taking and the dispatch station, as well as the Emergency Operations Center (EOC) in the lower level.

Commissioner Nakajo noted how beneficial it was for Commissioners to visit various operational areas, be it Communications, the Airport or Treasure Island. Commissioner Nakajo reiterated how helpful it is to see such communication system, which combines Police, Fire and Emergency services in one operation, since it provides insight into the pressures experienced by the men and women working there. Furthermore, the day of the visit had the second highest volume of calls in San Francisco. President Roff added that it

was an unusually hot day - 103 degrees – and that the call volume doubled from an average of 350 calls to approximately 700 calls that day. President Roff wished to commend the men and women of the Fire Department for their exemplary performance not only in Communications but also for their response to the two-alarm and three-alarm fires and the numerous emergency medical calls.

Commissioner Norman wished to thank the staff at the Airport for an excellent tour and commend them for their cooking. She noted that the comfort room was outstanding and that the layout of the facility was excellent. Commissioner Norman was impressed by what the Fire Department can do for its staff and by the way people were taken care of. She is looking forward to visiting the Communication Center, as well as the Department of Training in the coming week.

Robert L. Demmons, Chief of Department, wished to describe a recent incident, which had occurred in Bayview Hunters Point and had been peaceably resolved with members of the Police and Fire Departments working in concert with the community. Apparently, six or more fire hydrants had been turned on, reducing water pressure, and when the Department responded to turn them off, objects were thrown at them and they had to retreat. Instead of going in with a Police escort, some discussions were held, and a street cordoned off. A few pieces of equipment were stationed there, with firefighters showing the kids of that community how fire engines and hoses worked and allowed kids to squirt some water. Chief Demmons wished to commend Assistant Chief Kenney, Battalion Chief Vince Nolan, Captain Tyrone Rockett and the members of Station 17 and Station 25 for bringing about a successful conclusion to an otherwise unpleasant, and potentially dangerous, incident.

David Shapona, Firefighter, Truck 14, wished to comment on the recent article by Chronicle columnists Matier and Ross. President Roff asked Deputy City Attorney John Cooper whether it was appropriate for Mister Shapona to provide comment on a matter that was not before the Commission. Mr. Cooper stated that Mr. Shapona could provide comment on this matter.

Mr. Shapona stated that when Pierre Francois did not pass his physical examination to become a firefighter, Chief Demmons stepped in and provided a statement that passed him. Mr. Shapona believed that this violates Civil Service Rules since only the Department Physician can certify the physical exam of a firefighter. Mr. Shapona stated that in his 22 years in the Department, he has heard time and again white firefighters being called bigots and racists, and this article alluded to it again. He believes there was also discrimination when persons who were qualified were denied by Chief Demmons, who used his authority to bypass them. Mr. Shapona does not believe that Chief Demmons has the medical authority to state to the Department of Human Resources that Mr. Francois has qualified. Mr. Shapona believed that this violated the 209 Principle and the Civil Service Charter Amendment on hiring.

Commissioner Norman responded that she understood Mr. Shapona's statement and concerns. She wished to assure Mr. Shapona that the Commission does not make decisions nor trust material from newspapers that speaks to the "bigotry within the Fire Department by white officers", nor Matier and Ross' version of events. The Commission would bring it under discussion if there should be an investigation of such findings, but at this time it simply is an article by columnists. President Roff added that this is merely an assertion in a newspaper without any substantiation, and that it would be improper for the Commission to engage in a dialogue.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, thanked Commissioners Norman and Roff for their response. Mr. Pruitt believes that it is unfortunate that articles, such as the Matier and Ross piece, leave an impression on members of the Fire Department. If there is a concern of how someone became a member of the Department, the investigation underway will address this. Mr. Pruitt is concerned about Pierre Francois becoming an issue in the department and undergoing personal attacks, especially since this is a newly hired probationary firefighter that has already had a difficult time. He hoped that Pierre Francois would not take the brunt of any frustration or anger that is felt in the Department. Mr. Pruitt noted that he and the Black Firefighters have started to address certain of their concerns to the Commission and hope to establish a dialogue to resolve some of the anger that still exists in the Department.

President Roff stated that it is the hope of the Commission that these animosities can be transcended and that the Department focuses on a united effort to serve the people of San Francisco.

President Roff announced that the Commission website is now operating, even though some refinements are still needed, but minutes and agendas are available at www.sfgov.org/fire_comm.

President Roff additionally stated that the Closed Session would not be held. John Darmanin wished a clarification regarding the Closed Session for disciplinary action against an employee. He wondered if it was an oversight that no name had been mentioned.

The Secretary responded that this was not a hearing but a consideration by the Commission of findings of fact regarding a disciplinary action already taken, and that no names needed to appear.

5. CLOSED SESSION

Closed Session was not held and will be rescheduled at a mutually convenient time for counsels.

6. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 6:30 p.m.

Tania Bauer
Secretary

CITY AND COUNTY OF SAN FRANCISCO
PUBLIC UTILITIES COMMISSION

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WATER AND POWER

SAN FRANCISCO
CLEAN WATER PROGRAM

May 16, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

On behalf of everyone at the San Francisco Public Utilities Commission, I would like to thank you for the wonderful support and cooperation that your department has lent us during our Mercury Free May campaign.

Also, thank you for attending our press conference on May 3rd and for helping us kick off the program which is going extremely well. We are pleased to report that thus far, over 2,000 mercury thermometers have been exchanged which is exceptional for this type of outreach program. We are confident that the rest of the campaign will be as successful. We know this is due in large part to the participation of the Fire Department that has made the exchange points very accessible and convenient for San Franciscans.

Please extend our deepest gratitude to your staff. They have been very accommodating and supportive. We hope to have the opportunity to work with you again to make San Francisco a safer and healthier place for everyone.

Sincerely,

John P. Mullane, Jr.
General Manager

St. Anne's Home – Little Sisters of the Poor

300 Lake Street
San Francisco, California 94118
Phone 415-751-6510 Fax 415-751-0644

May 19, 2000

Fire Chief – Robert Demmons
San Francisco Fire Department
698 – 2nd Street
San Francisco, CA 94107

RE: Evacuation Drill May 17, 2000

Dear Chief Demmons:

I am writing to thank you for sending Lt. Fernando Juarez, and Fire Battalion Chief Michael McKinley to assist us by observing and evaluating our in-house evacuation procedures. We are a Long Term Care Facility with Assisted Living and Residential components as well as a small SNF unit and are in the process of reviewing our Fire and Disaster Manual.

According to Chief McKinley, our evacuation was calmly achieved in 8 minutes; the day was warm and sunny. None of us were expecting the drill to go quite so well and quickly. Lt. Juarez initiated the event with a fine presentation and film on ***What To Do in Case of a Fire AND Emergency Evacuation*** this past March, which helped us greatly in our planning. We appreciated his suggestions, some of which were put into effect at Wednesday's drill.

Thank you again for all your assistance and the help of your two fine gentlemen, Lt. Juarez and Chief McKinley. We are looking forward to meeting them again, perhaps next year, under similar non-emergency conditions. You and your men should please feel free to visit us and examine our premises whenever you have time and are in the area.

Sincerely,

Gloria Escalona, RN, MS
Director of Staff Development
Email: gloriae@ix.netcom.com
Webmail: gloriae@catholic.org

May 24, 2000

Robert Demmons,
Chief Of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

On April 30, 2000, a fire destroyed our flat at 548 Taraval Street.

This letter is to commend the off-duty Fire Fighters that came to our aid and offered their assistance at the fire scene and the hours following. Those Fire Fighters are; Lt. James Lee, Station 3, Lt. Matthew McNaughton, Station 12, and Operator Melissa Lerma, Station 15.

In addition, our heartfelt thanks go out to the Fire Fighters that volunteered their time in the days following the fire. Those individuals are; Lt. Dave Rege, Station 35, Operator Melissa Lerma, Station 15, and Fire Fighters, John Voelker, Station 9, Alison Yee, Station 44, and George Smith, Station 8.

We are extremely grateful to all of the on-duty and off-duty Fire Fighters that helped us through those difficult days that followed.

Sincerely,

Joan Holmes

Joan Holmes

Judi Holmes

Joan Holmes
548 Taraval St
San Francisco,
Ca 94116

cc: San Francisco Fire Commission

Fire Chief
Airport Crash Rescue
SFO International Airport
San Francisco, CA

March 28, 2000

Dear Sir,

Many thanks to you folks for a job well done. I was the Captain of Delta Air Lines flight 1972 which made a partial gear landing at your airport, the night of March 13. You folks did an outstanding job! The fact that your people were immediately surrounding my aircraft as we came to a stop, made my decision to conduct a careful evacuation much easier. The assistance which fire personnel extended to the passengers as they were individually helped down the slide, was crucial in the total avoidance of any injury to passenger or crew. For this my crew and myself are forever in your debt. I was very impressed by the friendliness and professional conduct your people exhibited. I wish it was possible to individually thank everyone. Please share this letter with them. Thanks again, you folks helped turn what could have been an awful experience into a plus for all involved.

Sincerely,

Michael B. Cavanagh

Michael B. Cavanagh
Captain, Delta Air Lines

March 13, 2000 On Duty SFIA Fire Department

Delta Incident

Last Name	First Name	Rank
Balzarini	Raymond	**Chief**
Banks	Edward	Firefighter
Barden	Joseph	Firefighter
Callen	Thomas	Firefighter
Fitting	Phillip	Firefighter
Flaherty	Stephen	**Lieutenant**
Francesconi	Roger	Firefighter
Fuhrman	Paul	**Lieutenant**
Grealish	John	Firefighter
Gunther	Dennis	Firefighter
Keller	Scott	**Paramedic**
Kilgariff	Michael	Firefighter
Landivar	William	**Lieutenant**
Lundie	Kenneth	Firefighter
Miller	Daniel	**Captain**
Oliver	A. Dwight	Firefighter
O'Malley	Thomas	Firefighter
O'Neil	William	Firefighter
Pardini	Dennis	Firefighter
Petty	Dennis	Firefighter
Potthoff	Barry	Firefighter
Wilson	Joseph	**Captain**
Yee	John	Firefighter

May 10, 2000

Mr. Bob Ahern
Firefighter/Paramedic/Hero
Airport Division, Fire Station #3
San Francisco International Airport

Dear Bob,

Thank you so much for coming to my aid when I took a fall at the airport on the morning of March 5, 2000.

I was walking toward Customs to meet my son who was returning from Singapore on United Airlines. The next thing I knew, I was going down – instinctively putting out my right hand to break my fall. I broke my fall all right, as well as my wrist – in three places! That is why it has taken me so long to write this thank-you letter to you. I just got the third (and last) cast off. I cannot write legibly yet, but I can now type on my computer keyboard which requires only a very light touch.

I refused to be taken to the hospital until someone promised to meet my son Alan upon his arrival, tell him what happened and where I was, and give him the car keys and the parking ticket with the parking space number noted on the back. That someone was you, Bob!

Can't you just imagine how Alan would have felt, seasoned traveler though he is, had it not been for you? Thanks to you, he could find the car easily and come directly to the hospital knowing that his mom was not critically injured.

Thank you, Bob. As a firefighter/paramedic, you are highly skilled and thoroughly trained, but you also have another very special quality – you have heart. I will never forget you and your kindness.

With love and gratitude –

Ann Carl

Ann Carl
Vintage Court, Apt.141
2499 Decoto Road
Union City, CA 94587

Blue Shield of California
An Independent Member of the Blue Shield Association

VIA FACSIMILLE

May 30, 2000

Chief Robert Demmons
San Francisco Fire Department

Dear Chief Demmons:

Thank you very much for the fire/Floor Warden training provided to Blue Shield of California's 50 Beale Street Floor Warden Team on Friday, May 26, 2000 by Lieutenant Fernando Juarez and Fire Fighter Meibeck Chung. Lieutenant Juarez has provided fire safety information to our 50 Beale Street employees for about three years and we greatly appreciate his time, commitment and presentation style.

Thank you for providing us this opportunity to receive the training.

Sincerely,

Carol Wakayama

Carol Wakayama
Workers' Compensation Coordinator

50 Beale Street • San Francisco, CA 94105
P.O. Box 7168 • San Francisco, CA 94120-7168

TELEGRAPH HILL NEIGHBORHOOD CENTER
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April 19, 2000

Chief Dan Sullivan
San Francisco Firefighters Toy Program
698 2nd Street
San Francisco, CA 94107

Dear Chief Sullivan:

The children of the Telegraph Hill Neighborhood Center (Tel-Hi) join me in thanking you for the Firefighters' very generous donation of stuffed bunnies for our preschool and lower elementary school children.

More than 200 low-income children and youth come to Tel-Hi each day for preschool education and after-school programs, including academic tutorial, recreation, and club activities. More than 100 children are on a waiting list for Tel-Hi programs.

Please know how much your support means to Tel-Hi kids and to the neighborhood. Thank you for the positive example you set in the community.

With warmest regards,

Denise McCarthy
Executive Director

660 LOMBARD STREET
SAN FRANCISCO
CALIFORNIA 94133
TEL (415) 421-6443
FAX (415) 433-1352
WWW.TEL-HI.ORG

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HAMILTON FAMILY CENTER
1631 Hayes Street, San Francisco, CA 94117

San Francisco Fire Fighters
Toy Program
Headquarters
698 2nd St.
SF, CA. 94107

Att: Deputy Chief Dan Sullivan

Dear Mr. Sullivan,

We would like to thank you, on behalf of all the children at Hamilton Family Transitional Housing Program, for your most generous donation of toys, books, games and puzzles.

All the new items have made a big difference in our program. There were a few toys that we needed but we did not have the funds to get. Now our program is well stocked with age appropriate material. Our children have more variety and have the pleasure of exploring and learning with all the new stuff. Even our toddlers have benefited!!!

To share the wealth we have given some items to our Emergency Shelter where they are also in need.

Your donation is priceless, we are truly thankful.

Claudia Figallo
Children's Program Coordinator
Hamilton Family Transitional Housing Program.

Phone (415) 409-2100 • Fax (415) 345-0471

May 19, 2000

Robert Demmons, Chief of Department
San Francisco Fire Department
698 2nd St.
San Francisco, CA 94107-2015

Dear Chief Demmons,

I have sufficiently recovered from injuries I suffered in an accidental fall at the Stonestown Medical Dental Building in the Stonestown Galleria Shopping Center, and I am writing to you to commend the members of the San Francisco Fire Department who responded so quickly and provided such expert emergency aid.

The fall occurred on Thursday, May 4, 2000, in an elevator of the Medical Building at the fourth floor level and caused bruises and a severe laceration on my forehead which bled profusely and required several stitches. I was alone in the elevator.

The elevator proceeded down to the third floor level and, when the doors opened — there, in the group of waiting persons, was an off-duty San Francisco fireman, who, at the sight of me lying in a pool of blood, immediately sprang into action to provide critical expert aid. A nurse from a doctor's office quickly brought compresses which he applied to the wound and offered reassuring comments about my condition. He remained with me throughout — until the Para-Medics arrived — and checked for other head, brain, spinal or bone injuries.

This off-duty San Francisco fireman was "Bob" who is stationed with the San Francisco Fire Department unit at the San Francisco Airport. I cannot thank him enough

for the immediate, expert emergency aid he provided. He more than qualifies to be recognized as "one of San Francisco's finest." He deserves high commendation.

Also to be commended are the San Francisco Fire Department Para-Medics who demonstrated expertise, care and concern in removing me from the elevator.

Assisting in this removal were members of Rescue Ambulance #32 - Gregg Takeuchi and Dan Tauber. Throughout the ride in the ambulance to the hospital emergency room, they were attentive to my needs and their care and concern were very reassuring. They, too, are deserving of recognition as - "San Francisco's finest."

I have often heard the reference - "San Francisco's finest" applied to San Francisco Fire Department personnel in their selfless dedication to duty in serving the city of San Francisco and its residents. As I would read in the newspapers of their actions in responding to fires and in their concern for the safety and rescue of victims, I silently agreed with the reference. However, now that I have directly experienced a demonstration of that concern and dedication to duty, I deeply and whole-heartedly agree and acknowledge that San Francisco Fire Department personnel deserve commendation and recognition as being "San Francisco's finest."

I commend you all and I salute you - San Francisco's Finest!

Thank you.

Gratefully,
Catherine Butkovich

Catherine Butkovich
38 Gardenside Dr #12
San Francisco, CA 94131

CITY COLLEGE OF SAN FRANCISCO

ADMINISTRATION OF JUSTICE & FIRE SCIENCE TECHNOLOGY

50 PHELAN AVENUE • SAN FRANCISCO, CA 94112 • FAX 415. 239.3919
ADMINISTRATION OF JUSTICE • 415. 239.3202 • FIRE SCIENCE • 415. 239.3359

May 30, 2000

Chief of Department Robert Demmons
698 2nd St.
San Francisco, Ca. 94107

Dear Chief:

I am writing to thank members of your department for their assistance to our Fire Science program at City College of San Francisco.

The following members of the San Francisco Fire Department provided valuable information and personal examples of the job of being a firefighter in today's fire service:

Captain Mark Donnelly, ISB,
Firefighter Attica Bowden
Firefighter Tim Heffernan, Stress Unit,
Lt. Al Gughemetti, Treasure Island Training Center,
Firefighter Rob LaEace, Rescue Two,
Captain Mario Ballard, Bureau of Fire Prevention.

Their support and participation to our Fire Science program gives students taking our courses different perspectives from different work areas of the San Francisco Fire Department.

We look forward to continuing this relationship in the future, with the hope of expanding it to other areas.

Sincerely,

Charles Hoenisch,
Department Chair

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Saint Anthony-Immaculate Conception School
299 Precita Avenue
San Francisco, CA 94110
PH 415/648-2008 Fax 415/648-1825

May 19, 2000

Chief Robert Demmons
S.F. Fire Department
698 2nd Street
San Francisco, Ca 94107

Dear Chief Demmons,

Our Saint Anthony-Immaculate Conception School Community thanks the San Francisco Fire Department for participating in our First Annual Spring Event – "Jubilee 2000- Opening Doors-Building Bridges."

It was a fun filled day of community building with the joining together of the current students, families, alumni and neighbors.

If success can be measured in smiles and enthusiasm we can proudly say "we made it- with your help!"

Thank you so much for your support of our Saint Anthony – Immaculate Conception School. We pray that Mary our Mother and Jesus her Son return the kindness that you so generously share with our school.

Very gratefully,

Sister Carol Ward
Principal

Marie Driscoll
Development Director

A Franciscan-Dominican Tradition of Faith and Love

Donnoe & Associates, Inc.
5743 Marconi Avenue • Carmichael, CA 95608 • (916) 486-4317 • FAX (916) 486-0272

June 2, 2000

Robert L. Demmons, Fire Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

Your department recently responded to a request we made on behalf of the Portland Fire Bureau for an individual that could serve as a rater for the Fire Lieutenant Assessment Center examination we were to develop and conduct. Your agency's quick response to our request was very helpful for both exam and travel planning.

We take pride in our high quality, job related exams and appreciate that you allowed Captain Mark Donnelly to serve as a rater on the exam, conducted May 30 - June 2, 2000. His participation was an important part of the overall process. Those who have served as assessors for us in the past have told us it was a very valuable experience, not only for them personally, but for their department as well.

If you should have any questions regarding the process, please feel free to call us at (916) 486-4317. Thank you for your assistance on this important project, and we are happy to facilitate reciprocation, when needed.

Sincerely,

Diane Donnoe

Diane Donnoe, Vice President
Donnoe & Associates, Inc.

May 27, 2000

Fire Chief
San Francisco Fire Department

Dear Sir:

I am writing this letter on behalf of the Murphy Family regarding the fire at 1492-9th Avenue on February 2nd, 2000 at 8:00a.m. This letter is to inform you of the outstanding response effort of your department that undoubtedly saved many lives. They responded to a fire at a 8-unit building and because of the quick, efficient and brave actions of the personnel in your department- the fire was contained to one apartment and did not spread to the rest of the building. The professionalism exhibited by the Chief Officer on scene to the Firefighters on scene was, once again, outstanding. It was also noted that many of the Firefighters responding were just getting off duty. It is this type of dedication that makes us all proud to be San Franciscans. On behalf of my family, thank you.

Marty Murphy

The Murphy Family

1901-14th Avenue
S.F CA
94116

Cc: Mayor
Board of Supervisors

CALIFORNIA PACIFIC
MEDICAL CENTER

May 24, 2000

To: Robert Demmons
Chief, San Francisco Fire Department
698 2nd Street
San Francisco, Ca 94107

From: Dominique Giesler
ER Technician
CPMC Davies Campus
San Francisco, Ca 94114

Dear Chief Demmons:

Just wanted to give you some positive feedback regarding Medic 7, Leonard and Drabble. They are quite thorough with reporting and are always cheerful and professional.

Thanks again.

Dominique Giesler
ER Technician

Mary C. Vallario R.N.

Mary Chris Vallario
ER Clinical Supervisor

Argonne Child Developement Center
3500 Fillmore St.
San Francisco, CA 94123

May 25th, 2000
Thursday

San Francisco Fire Chief
San Francisco Fire Department
698 Second St.
San Francisco, CA 94107

Dear Chief,

Today Inspector Kaan Y. Chin of your department came and visited our classroom. He came mainly to discuss fire safety and what to do in case of a fire. He explained to the children that telephones are tools that we can use in case of an emergency and that they should call 911 if there is a fire or an injury in the home. He cautioned the children not to use the phone as a toy. Inspector Chin also explained that lighter and matches are not for children.

The inspector encouraged the children to go home this evening and look for the smoke detectors in their home and to ask their parents to buy one if they do not already have in their home. He also felt that it was important for families to talk about what to do if there is a fire. How will they get out of the house? Where will they meet after they do get out? He suggests making a plan with the family about which doors and windows should be tried first. If one is leaving a building during a fire, the children learned, they should use the back of their hand, the handles of closed doors before opening them to make sure that there is not fire behind the door. They practiced and learned to STOP, DROP, and ROLL if Their clothes catch on fire.

For summer safety he cautioned the children to wear a helmet whenever they ride a bike or roller blade, to always swim with an adult, and if boating to wear a life jacket. While in the vehicle he

instructed the children to be fasten properly into a car seat with safety belt.

We plan to review and practice these safety measures in the classroom . Thank you for providing Inspector Kaan Y. Chin to teach our class this important safety measures so they will not be at risk.

Thank You,

Room 2 Staff & Ms. Mululi Duehu

American Red Cross

Bay Area Chapter
Department of Volunteer Resources
85 Second Street, 7th Floor
San Francisco, CA 94105
Phone: (415) 427-8112
Fax: (415) 427-8116

June 2, 2000

Robert T. Serrano
Battalion Chief
San Francisco Fire Department
Station 9, Battalion 10
2245 Jerrold Street
San Francisco, CA 94124

Dear Robert:

As Chair of the ARCBA Awards and Recognition Committee, I am pleased to inform you that you have been selected along with Susan Manheimer, San Mateo Chief of Police, to receive the Collaboration Award in recognition of your outstanding contribution to the American Red Cross. This award is given to individuals who have devoted their creative and collaborative efforts to developing common understandings which enhance ARCBA's ability to successfully deliver services to our Bay Area communities.

The award will be conferred at the Annual Meeting scheduled for June 15, 2000 at 3:30 p.m. at the Sir Francis Drake Hotel in San Francisco. Please confirm your attendance at this event by June 7 by phoning Rita Chick at 415-427-8112.

We are very proud of your contribution and look forward to seeing you on June 15.

Sincerely,

Ann C. Walsh
Chair, Awards and Recognition Committee

cc: Human Resources

FEDERAL RESERVE BANK OF SAN FRANCISCO
101 MARKET STREET, SAN FRANCISCO, CALIFORNIA 94105

May 25, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

This is to express our sincere appreciation to you for permitting Lieutenant Fernando Juarez, on very short notice, to be the guest speaker at our Floor Warden Orientation at the Federal Reserve Bank on May 18, 2000.

Lieutenant Juarez, representing the Office of Community Affairs, provided our floor wardens with informative, understandable and a very meaningful look at fire prevention and a clear understanding of the duties of a floor warden. He used his training aids well, was available throughout the presentation for questions, and made the entire program an interactive learning experience.

His presentation also refreshed our Earthquake Preparation Program and encouraged us to continue to pursue our NERT Training efforts with Lieutenant Patricia Yuen.

Please convey our deepest gratitude to this fine professional.

Sincerely,

Louis George
Assistant Vice President
District Security

GOLDMAN INSTITUTE ON AGING

May 25, 2000

To: Mr. Robert Demmons
698 2nd Street
San Francisco, CA 94107
Fax no. (415) 558-3407

From: Ria Mercado, RN
1426 Fillmore Street
San Francisco, CA 94115
Tel. No. (415) 447-1011
Fax. No. (415) 447-1034

RECD - S.F.F.D.
00 JUN -5 PM 2:04
OFFICE OF CHIEF

Subject: Fire Prevention, Safety and Disaster Preparedness Training Class offered by Lt. Fernando Juarez

Dear Sir;

Members of the On Lok SeniorHealth provided by IOA want to express our appreciation for the Fire Prevention Class that was offered to us by Lt. Juarez last June 2, 2000, Friday. Our organization learned a great deal from his education and training. Furthermore, Lt. Juarez took time in answering our questions.

The educational services you offer are an important part of helping us and our client population, frail and elderly clients, be aware of safety precautions and measures.

Thank you very much.

Sincerely,

Ria I. Mercado, RN

Carl Baron
P.O. Box 420861
San Francisco, CA 94142
June 6, 2000

Chief Robert L. Demmons
698 2nd Street
San Francisco, CA 94107
Fax 558-3407

Chief Demmons;

I would like to formally acknowledge Lt. Juratovac, whose professionalism in handling what is doubtless an awkward and challenging assignment has been exemplary.

Sincerely,
Carl Baron

Carl Baron
PO Box 420861
San Francisco, CA 94142

June 6, 2000

Chief Robert L. Demmons
698 2nd Street
San Francisco, CA 94107
Fax 558-3407

The following information requests are being made:

- Roster of all personnel permanently assigned to Station-3 and oversight officers at battalion level and above.

-Please include rank and shifts and days they typically work.
-For all officers I would like the following addtional information: year hired; years of promotions above H2; date assigned to Station-3; duties.
Please specify those personnel whose duty include driver.

- Engine-3 journals from January 1, 2000 to present (all shifts).

Thanks kindly for your cooperation.

Sincerely,

Carl Baron

TO WHOM IT MAY CONCERN,

I AM WRITING THIS NOTE TO EXPRESS MY THANKS FOR A GOOD JOB DONE ON 05/30/00 BY TRUCK ELEVAN. I RECEIVED A CALL FOR AN OWNED CAT STUCK BETWEEN TWO BUILDINGS ON 21ST STREET. WHEN I ARRIVED IT LOOKED LIKE ANOTHER TYPICAL RESCUE. HOWEVER; AFTER CRAWLING UNDERNEATH A DECK THREE FEET HIGH AND SPENDING THE NEXT TWO HOURS ON MY KNEES TRYING TO CUT A HOLE WITH SURGICAL PRECISION ABOVE THE ANIMAL, I FOUND IT TO BE STUCK ALMOST TWO FEET BELOW MY POSITION IN BETWEEN CEMENT. AFTER GETTING A HOLD OF THE CAT ALL I COULD PULL UP WAS FUR. THAT'S WHEN I CALLED FOR THE F.D. TRUCK ELEVAN CAME PROMPTLY EVEN AFTER IT WAS MIDNIGHT. UPON ARRIVAL SOME FIGHTERS WERE MORE ENTHUSIASTIC THAN OTHERS BUT ALL WORKED EXTREMELY HARD IN AN VERY ANNOYING SITUATION. THEY EXPLORED EVERY OPITION INCLUDING TAKING OUT THE FOUNDATION. IT HAD BEEN TWELVE HOURS SINCE THE CAT WAS INTITAILLY STUCK IN A SPACE NO BIGGER THAN A CLOSED FIST. THE OWNER OF THE CAT WAS GETTING TIRED OF HEARING IT CRY OUT IN PAIN AND SAID EUTHANASIA MIGHT BE THE BEST DECISION. I WENT TO RETIEVE THE VET TO PERFORM THE DEED. HOWEVER; WHEN I RETURNED WE WERE GREETED BY A FIRE-FIGHTER WHO SAID THE CAT WAS NOW FREE. I JUST WANT TO SAY THAT I DO NOT COMPLIMENT OTHER AGENCIES WE HAVE TO DEAL WITH OFTEN BUT I AM VERY APPRECIATIVE OF TRUCK ELEVANS HARD WORK. THE MAJORITY OF THE FIGHTERS I HAVE DELT WITH HAVE BEEN VERY PROFESSIONAL EVEN WITH CALLS THAT SOME SAY MAY NOT BE WORTH THE EFFORT. I DOUBT THAT EITHER OF OUR AGENCIES HAVE A FULL UNDERSTANDING OF WHAT EACH OTHER DOES, BUT I NOW HAVE A MUCH GREATER RESPECT FOR SAN FRANCISCOS FIRE- FIGHTERS.

SINCERELY,

JASON KENT
FIELD DIVISION
SAN FRANCISCO ANIMAL CONTROL

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-16

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FIRE COMMISSION SPECIAL HEARING

Transcript (from Tape-recording)

Minutes

Thursday, June 22, 2000 - 4:10 p.m.

698 Second Street, Room 221, San Francisco, CA 94107

APPEARANCES

For the Fire Department	For Reynald Bacigalupi	For the Commission
Pamela Thompson, DCA	Vince Courtney, Jr., Counsel	Russell Roeca, Commissioner
Paul J. Tabacco, Deputy Chief	Reynald Bacigalupi	Margaret Baumgartner, DCA

COMMISSIONER ROECA: This will serve for the purpose of today's session and the hearing involving Firefighter Bacigalupi. And what we have is a special hearing, but first let me have the parties encapsulated and state their appearances for the record.

DEPUTY CITY ATTORNEY PAMELA THOMPSON: I'm Pamela Thompson, representing the Fire Department, and with me is

DEPUTY CHIEF PAUL TABACCO: Deputy Chief Tabacco representing the Fire Department.

VINCE COURTNEY, JR.: And I'm Vince Courtney, representing Reynald Bacigalupi.

COMMISSIONER ROECA: Thank you. And--

Mr. COURTNEY: And he's present also.

COMMISSIONER ROECA: He's present as well. And I am Commissioner Russell Roeca. We are absent here today a court reporter. I understand that the parties have stipulated and agreed that a tape-recorded transcript will serve as the official transcript for today's hearing in lieu of the reporter's transcript. Is that correct counsel?

MS. THOMPSON: The City so stipulates.

MR. COURTNEY: So do we.

COMMISSIONER ROECA: Oh, thank you. Is there any public comment before we commence? Hearing no public comment, we are here today on a formal hearing on a formal complaint filed by the Chief of the Department against Reynald Bacigalupi. This has been continued now from

the January 27th, 2000 to the February 10th, 2000 hearings, or actually I'm reading the June 8th calendar. This is and continued now from the June 8th hearing because of my absence, and I apologize for any inconvenience that caused you.

I have received the briefs that were presented by the parties. I have reviewed all of them; and essentially, I see that what we have here today are three issues: we have the issue involving whether a hearing officer may take the evidence, number one; number two, the scope of the hearing, and number three, discovery. Thereafter, it's my understanding and we all understand that this matter has been set for an evidentiary hearing to commence August 9th and perhaps continue to the 10th, 2000. Is that correct?

MR. COURTNEY: Correct.

COMMISSIONER ROECA: With respect to issue number one, the full hearing: the Commission has determined that it is appropriate for the Commission to designate a single Commissioner to sit as a hearing officer to gather the evidence. The entire Commission will ultimately hear the evidence. We'll have transcripts of today's hearing and the evidentiary hearing. The entire Commission, or some form thereof, will deliberate and impose discipline, if deigned. So that is how it will proceed. The Commission does not believe that this administrative function requires a meet and confer on the part of the union, as had been expressed, and that there is no MMBA, MOU or other Charter statutory regulation known to the Commission, which would require the Commission to proceed as a whole to gather the evidence. It's not going to change the matter in which this hearing is determined and the evidence that we need.

That being said, we'll move to the second point, which are the motions and considering the scope of the hearing. And I have read everything as I said, and the first thing I'd like to do is ask the City Attorney whether there was a change in any policy that had previously been agreed upon through a meet and confer process with the union.

MS. THOMPSON: The City's position is that no, there had not been a change in policy; that the issue is that there was a particular regulation, *Acts Detrimental to the Welfare*, that has always, or has long, been in existence. And the only question is that what kind of conduct applies to it. Since the regulation has always been in existence and the issue is just simply: do the facts then show a violation of that particular regulation. There is no MMBA requirement, no union requirement - there's to be no requirement that the union and the Department meet and confer on that.

COMMISSIONER ROECA: And Mr. Courtney, would you explain this?

Mr. COURTNEY: Well, we disagree. And while we agree that the policy that the Department is saying it's had on it was always in existence, the practice in implementing that policy did not extend to firefighters for off-duty drinking incidents, and that's the point. And our position is, and after consulting with the union, and it is that their understanding is quite clear, that that was a very clear distinction that was made as in that was a longstanding practice. And changing such a practice would also constitute a violation of either the National Labor Relations Act or the Milas Meyers Brown Act, which is interpreted looking to the National Labor Relations Act. So, that's our position in a nutshell.

But more important to us is another issue on the question of scope. And I wanted to bring out just very briefly here, if I might, is that the Last-Chance Agreement itself is consistent with what happened at the hearing when this matter came before the Commission over three years ago now. And I'm just going to read a portion of the Last-Chance Agreement. It says that the

conduct for which Mr. Bacigalupi was found to - well pled guilty to - it says: This conduct - and this is in paragraph one . . .

COMMISSIONER ROECA: I'll take a minute and take a look at it. And I have read it a number of times. Okay, paragraph one?

MR. COURTNEY: The second paragraph. It says:

> This conduct included unprofessional language and attempts to physically obstruct emergency personnel from performing their duties. This conduct was the result of alcohol ingestion and/or the head injury sustained by Bacigalupi on June 23, 1997.

Now the reason that that was there was because at the termination - at the Commission proceedings the attorney, then representing Mr. Bacigalupi, had entered into the record, both by argument and by an exhibit, that the Commission had attached to the transcript of that proceeding, from a Dr. Carl Spencer who said, based on his report, he could not say that Firefighter Bacigalupi's conduct - striking out at the firefighter - was unrelated to the fall.

> During my 15 years of emergency medicine experience, I've seen countless people who suffer head trauma, such as Mr. Bacigalupi. They can and often do suffer from a neurological deficit that can cause unusual behavior that cannot be recalled later. Here Mr. Bacigalupi's letter of apology suggests that.

So, my point is that a Last-Chance Agreement is usually exactly what it says it is. There's cause to terminate somebody based on serious misconduct. And the Commission, or the appointing officer, or the employer will say: "Okay, we gotcha. We could fire you, but we're gonna give you one last chance". And our position is that, and the Commission, I agree, could do that, if that's what happened. But in this case, we're arguing that that's not what happened. There was not cause to terminate Mr. Bacigalupi three years ago. And as a result, the charter provision that says you can't terminate someone except for cause, would be applicable here. That's why we're contending he's entitled to a full hearing. That's it.

COMMISSIONER ROECA: I appreciate what you're saying, and if this were three years ago, I'd be very sympathetic to that. I've been looking at this stuff and the contents, Mr. Courtney. An agreement was voluntary entered into. There could have been a hearing and determination of cause back in 1998 and that to me is problematic here. I go through everything. He wasn't ordered to sign that. It was voluntary. He had counsel. It was noticed. It wasn't unilaterally imposed on him. And so the cause wasn't established because he entered into the agreement. And now, I don't think in my recommendation to the Commission - when we go forward and listen to this - this is a stand-alone agreement and this agreement was entered into. And if we do act upon it, it is an agreement, which can result in termination of your client. Now I think you adequately pointed out and agreed, I don't think the agreement mandates that.

MR.COURTNEY: Umm-hmm.

COMMISSIONER ROECA: And so I think that as we prepare the case, you can put on your evidence as you see fit. But I think that this is an enforceable agreement and that it's something that - otherwise we will be revisiting agreements all along. And so, that is my recommendation to the Commission and that is how the evidence will come in. And the scope of this hearing, I believe, should be limited to whether this agreement was violated. And you have your evidence that you intend to put on which would in fact deal with that understanding.

MR. COURTNEY: Okay. And does that mean that we would not be able to put in evidence as to his good performance, for example? I mean . . .

COMMISSIONER ROECA: I don't believe I'm prepared to limit you, and I'm prepared to permit that sort of evidence to come in under the circumstances of this case.

MR. COURTNEY: Okay.

COMMISSIONER ROECA: But I do not want this hearing to go back to justifying his - or again to retry the 1997 incident which resulted in him entering voluntarily into this agreement.

MR. COURTNEY: I understand.

COMMISSIONER ROECA: Okay. Do you understand that counsel?

MS. THOMPSON: Yes, Commissioner. Thank you.

COMMISSIONER ROECA: Okay. What I'd like to do then - I guess the next thing to do would be to go into the issue of discovery and what discovery issues there are. And then we could further decide the most effective way for you to deal with that, and understand each other's witnesses and prepare witness binders, so that when we go into this we can move efficiently and swiftly minimizing time and expense to everybody but making sure that the firefighter gets his full hearing.

MR. COURTNEY: Okay. It may be that - the thing that we could do then is try to work out the discovery ourselves and let the Commissioner know if we have a problem.

COMMISSIONER ROECA: That would - I think that would be appropriate. And if that's the case, you could get it in writing to me what the problem is, and we can make some sort of interlocutories or rulings before. But I want it well in advance, so that it doesn't give any reason not to continue the hearing because it's been set for a long time.

Mr. COURTNEY: Okay.

COMMISSIONER ROECA: Okay?

Mr. COURTNEY: Thank you very much.

COMMISSIONER RUSSELL ROECA: And then I guess what we can do is - if you can stipulate to certain findings, those that you can agree to, if you could set those forth as well with your grievance schedule. In fact, I think what I will do is have the Commission Secretary set forth a letter to you identifying those if we have not already. Did we do that?

MS. THOMPSON: I don't think that we did, but I would say it has really been effective in the other cases where we have done, for instance, your specific witnesses, exhibits, and stipulations.

COMMISSIONER ROECA: I think it's a good idea because it does make it a much more efficient hearing.

COMMISSION SECRETARY TANIA BAUER: Yes. We have is a joint statement due by August 2nd.

COMMISSIONER ROECA: So, by what date?

SECRETARY BAUER: August 2nd, a joint statement.

COMMISSIONER ROECA: Okay. And with that you can include agreed upon facts, disputed facts, and a list of your witnesses. And hopefully you can arrange when they're going to - the order of them, so that you don't step on each other and it will be a smooth and efficient hearing. Any questions?

MR.COURTNEY: Thanks, very much.

COMMISSIONER ROECA: Oh, thank you very much. That being said, this hearing will be adjourned. Is there any further public comment? Hearing none, adjourned (4:25 p.m.).

NOTE: The above was transcribed from a tape-recording and submitted in lieu of a court reporter's transcript, and was stipulated by all parties.

Tania Bauer
Secretary
FIRE COMMISSION

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

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MINUTES OF THE FIRE COMMISSION
Special Hearing, Thursday, July 13, 2000 - 4:00 p.m.

698 Second Street, Room 221, San Francisco, CA 94107

Item
No

1. On **ROLL CALL**, the following were noted present:

   Commissioner Russell S. Roeca
   Note: Commissioner Roeca has been appointed by the Commission President to sit for the Hearing.

   APPEARANCES

   For San Francisco Fire Department
   Pamela Thompson, Deputy City Attorney
   Jill Andrews Sprague, Deputy City Attorney
   Paul J. Tabacco, Deputy Chief, Operations

   For Chief's Aide Horacio Candia
   Susan Jean Zemsky, Counsel
   Thomas F. Norman, Counsel
   Tyrone Pruitt, President, San Francisco Black Firefighters Association

   For San Francisco Fire Commission
   Marie Corlett Blits, Deputy City Attorney

2. **PUBLIC COMMENT**

   David Shapona, Firefighter, stated that he felt firefighters did not get *due process* when they were brought up on charges, and tended to incriminate themselves in violation of the Fifth Amendment. Mr. Shapona suggested that a different approach should be used when a Company officer discovered that a firefighter had a substance abuse problem. The firefighter should be referred to a doctor, take a 30-day vacation, and then be asked to participate in step-down diversion-type program instead of being immediately penalized and his employment placed in jeopardy. Mr. Shapona believed that only if the problem occurred again, should a firefighter be penalized.

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORATIO CANDIA** (Continued from Meetings of 5/25/00 and 6/22/00)

   Pre-hearing conference by parties regarding legal issues involved in the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming

alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

1. Chief's Aide Horacio Candia requested a closed hearing.
2. There was no public comment pertaining to the closed hearing. The Commission went into closed session at 4:10 p.m.
3. The Commission reconvened in open session at 4:32 p.m. Commissioner Roeca disclosed that the evidentiary hearing had been scheduled for August 31, 2000, 9:00 a.m. and September 1, 2000, if necessary.
   a. A letter from the Secretary specifying the material that has to be submitted prior to the hearing and the respective dates of the submittals is attached.

4. ADJOURNMENT

There being no further business, the hearing was adjourned at 4:35 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

July 31, 2000

Susan Jean Zemsky
Murray Associates
1781 Union Street
San Francisco, CA 94123

Pamela Thompson
Deputy City Attorney
Office of the City Attorney
1390 Market Street, 5th Floor
San Francisco, CA 94102

Re: Chief's Aide Horacio Candia

Dear Counsel:

This is written to confirm a briefing and hearing schedule for the above-noted matter, as discussed at the July 13, 2000 hearing:

1. **Discovery matters:** Counsel for the parties shall first attempt to work out all discovery issues between themselves. Any disputes shall be personally discussed by counsel, and any remaining unresolved issues shall be simultaneously briefed by both parties and submitted to the Commission office no later than 12:00 noon on Friday, August 11, 2000.

2. **Joint Statement:** Counsel for the parties shall meet in person, and then submit a Joint Statement to the Commission office no later than 12:00 noon on Monday August 21, 2000, that includes:

    a. A statement of issues to be decided, specifying which items are disputed and which are undisputed, and summarizing the opposing positions on each item;

    b. A list of undisputed exhibits, with a proposed stipulation for admission;

    c. A statement of undisputed facts, with a proposed stipulation for admission;

    d. A list of disputed exhibits, with a summary of the opposing positions on each item, preferably presented in a chart form;

    e. A statement of disputed facts, with a summary of the opposing positions on each item;

    f. A list of proposed witnesses from each party, with a time estimate for each, and a brief description of the proposed testimony; and,

g. Any other matters that the parties wish to bring to the attention of the Hearing Officer and the Commission.

3. **Any dispositive motion(s), and/or motion(s) to exclude evidence:**

   a. Any dispositive motion or motion to exclude evidence must be in writing with a supporting memorandum of points and authorities, and with supporting exhibits if needed. Any such motion(s) and all supporting papers must be submitted to the Commission office on or before 12:00 noon on August 21, 2000, in order to be considered. The motion and all supporting papers must also be delivered to the office of opposing counsel on or before the same date and time.

   b. Opposing counsel must either file opposition papers or a statement of non-opposition at the Commission office no later than 12:00 noon on Monday, August 28, 2000, and deliver said document(s) to the office of opposing counsel on or before the same date and time.

   c. Reply papers may be submitted to the Commission office no later than 12:00 noon on Wednesday August 30, 2000, and if submitted must be delivered to the office of opposing counsel on or before the same date and time.

The evidentiary hearing will commence at **9:00 a.m. on Monday, August 31, 2000**. If not completed on the 31st, the hearing will resume at 9:00 a.m. on Friday, September 1, 2000, and continue for the full day or until completed, whichever comes first. Requests by counsel for long consultations during the hearing, for continuation, will not be favorably entertained.

The Commission hopes that a timely and fair hearing can be conducted, and the most expeditious use of time can be made. Thank you for your cooperation in these matters.

Very truly yours,

T. B

Tania Bauer
Secretary

cc: Russell R. Roeca, Hearing Officer/Member, Fire Commission
Marie Corlett Blits, Deputy City Attorney

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION
Special Meeting, July 13, 2000 – 4:30 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item No

1. On **ROLL CALL**, the following were present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Ted N. Soulis
Commissioner	Pat Norman
Chief of Department	Robert L. Demmons
Deputy Chief, Operations	Paul J. Tabacco

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2. **CONSIDERATION OF BATTALION CHIEF LEE'S MOTION FOR RECONSIDERATION AND CONSIDERATION OF PROPOSED FINDINGS OF FACT, INCLUDING POSSIBLE COMMISSION DELIBERATIONS** (Continued from Meetings of 12/16/99, 1/13/00, 3/21/00, 4/12/00 and 5/3/00).

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 9, 1999, against Battalion Chief Audrey Lee for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

A. Consideration of Battalion Chief Lee's Motion for Reconsideration, including possible Commission Deliberations

Commissioner Roeca, continuing to serve as President pro tem, established that the following parties were present: Michael Harris, representing Battalion Chief Audrey Lee, Pamela Thompson, Deputy City Attorney, representing the Fire Department, and Marie Blits, Deputy City Attorney, representing the Fire Commission. Also present were Tyrone Pruitt, President, Black Firefighters Association of San Francisco, and Battalion Chief Audry Lee.

This portion of the meeting, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957..

Michael Harris, counsel for Battalion Chief Audry Lee, presented the argument for the Motion for Reconsideration and Pamela Thompson, Deputy City Attorney, provided the Department's rebuttal.

Commissioner Roeca stated that the hearing had been held in open session but that the Commission wished to conduct deliberations in closed session.

1. **Vote on whether to hold Closed Session**

   Commissioner Soulis moved to hold deliberations in closed session and Commissioner Norman seconded. The motion was unanimously approved.

2. **Public Comment on all matters pertaining to Closed Session**

   There was no public comment. The Commission went into closed session at 5:00 p.m.

3. **Reconvene in Open Session**

   The Commission reconvened in open session at 5:35 p.m.

   a. ***Possible report on action taken in Closed Session, pursuant to Government Code Section 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).***

      Commissioner Roeca declared that the Commission did not take any action and will continue to deliberate on the Motion for Reconsideration in connection with the *Proposed Findings of Fact* (Item 3.B. on the agenda).

      Commissioner Roeca requested that parties resubmit the Proposed Findings of Fact as a combined effort, citing the reasons for the disputed findings.

      Mr. Harris requested a stay of suspension from the Commission for Battalion Chief Lee until a decision had been reached by the Commission on the Motion for Reconsideration. Ms. Thompson objected stating that if Battalion Chief Lee should receive a lesser suspension he can be given back pay.

      Commissioner Roeca denied Mr. Harris' request whereupon Mr. Harris cited a discrepancy in the calculation of the suspension noting that this is the first time that a 60-day suspension has been based on working days and not calendar days. He requested that if the sentence is imposed that it be imposed as in the past.

      Commissioner Roff stated that the application of suspension should be consistent and applicable in all cases with a clear understanding. He requested a written response on the matter from the City Attorney in advance of the next hearing.

B. **Consideration of Proposed Findings of Fact, including possible Commission Deliberations**

   Commissioner Roeca stated that the Commission did not consider *the Proposed Findings of Fact* until parties resubmit them as a combined effort, citing the reasons for the disputed findings.

3. **ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:55 p.m.

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-20

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – July 13, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons	Chief of Department
Paul J. Tabacco	Deputy Chief, Operations
Joseph C. Asaro	Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Lorrie A. Kalos	Management Services
Ray Balzarini	Division of Airports
Joanne Hayes-White	Division of Training
Daniel A. Sullivan	Support Services
Gary P. Massetani	Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	Emergency Medical Services

Chief Officers – Firefighting Services:

Bernie F. Lee	Division 1
Frank T. Cardinale	Division 2 (Acting)

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2. APPROVAL OF THE MINUTES

Regular Meeting of June 22, 2000.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during June 2000.

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during May 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 27 through June 9, 2000.

B. Appointments

Reporting the following PERMANENT appointments effective *JUNE 18, 2000*:

H2 Firefighter

William D. Powell	Tina M. McGowan
Edgar M. Covarrubias	Jennifer L. Nymark
Arnold Choy	Christina M. Wright
Richard Hom	Brendan D. Cormack
Joe K. Lui	Sherman Tillman
Jesse C. Bautista	Sasha A. Grande
Leonardo B. Cavestany	Michael A. Cochrane
Lawrence C. Rustia	Charles F. McCoy
Edmund G. Vail	Michael D. Peterson
Michael R. Gonzales	Paul B. McDermott
John W. Hernandez	Matthew M. Cannon

Reporting the following PROBATIONARY appointments effective *JUNE 26, 2000*:

1426 Senior Clerk Typist

Annie M. Nguy (vice: Eunice Booker, terminated after being reassigned to 1426 from PV 1220)

Marcie A. Chapman (vice: Eunice Booker, apptd. PV 1220)

Temporary Appointments

Reporting having made 243 temporary appointments May 27 through June 9, 2000, and 313 temporary appointments June 10 through June 23, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Corempas, Spiros D.	H2 Firefighter	Service	Jun. 24, 2000
Sullivan, Gerald R.	H2 Firefighter	Service	Jun. 30, 2000
Fengler, John M.	H1 Fire Rescue Paramedic	Ind. Dis.	Feb. 15, 2000

(Retirement Certificates will be presented at Fire Commission meeting of July 27, 2000)

D. Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	Rank	Dates	Days	Military Organization	Purpose
Pampanin, Vincent A.	H2	06-24-00	2	US Army Res.	Attend Active
Sgt. E-5	FF	06-25-00		Moffett Field, CA	Duty Training

E. Resignation

Submitting resignation of H1 Fire Rescue Paramedic Megan Corry, effective close of business June 21, 2000. (Resigned in order to accept permanent 2533 position at DPH. Transferred from DPH 07-01-97.)

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 28	99-0-229	05-16-00	597	A	File

Off: T/Lt. Stephen Harper; Drv: FF Perry Choy

Cause: Misjudged clearance – Eng 28, while making a right turn, scraped a post protecting the curb area

Engine 21	99-0-230	05-16-00	526	B	Bill

Off: Capt. William Long; Drv: FF Jeffery Babb

Cause: Misjudged clearance – Eng 21, while stopped, was struck by a civilian vehicle attempting to pass Eng 21

Truck 13	99-0-231	05-17-00	621	B	Bill

Off: Lt. Robert Relei; Drv: FF Allen Wong; Tlr: FF Reyner Medina

Cause: Trk 13 was struck by a civilian vehicle which was attempting to make a lane change

Engine 34	99-0-232	05-19-00	593	A	File

Off: T/Lt. Frank Wong; Drv: FF Steven Miller

Cause: Backing up - Eng 34, while backing into quarters, lightly struck corner of firehouse; spotters were posted

Medic 17	99-0-233	05-21-00	723	B	Bill

Drv: FRP Michael Rambo

Cause: Medic 17, while parked, was struck by a Muni bus attempting to go around the ambulance

Engine 43	99-0-234	05-21-00	505	B	Bill

Off: Lt. Dennis Zouzounis; Drv: FF Daniel Jacobsmeyer

Cause: Eng 43, while proceeding to an incident with red lights and siren, crossed the intersection after stopping at an arterial and was struck by a civilian vehicle which failed to heed Eng 43's siren

Medic 3 99-0-235 05-21-00 735 A File
Drv: FRP Andrew Baron

Cause: Backing up – While at an incident, Ambulance 85 was backing up from a one-way street and struck Medic 3's right side mirror; no spotters were posted

Medic 10 99-0-236 05-21-00 718 A File
Drv: FF/PM Alan Reynaud

Cause: Misjudged clearance – Medic 10, while responding, struck the open door of a parked civilian vehicle

Medic 12 99-0-237 05-22-00 731 B Bill
Drv: FRP James Mulholland

Cause: Failure to yield – Medic 12 was responding with red lights and siren - traffic had stopped and pulled to the right - a van pulled out from traffic and struck Medic 12

Medic 3 99-0-238 05-22-00 A File
Drv: FF/PM William Madsen

Cause: Misjudged clearance – Medic 3, while exiting driveway, lightly struck the bumper of a parked vehicle

Engine 10 99-0-239 05-23-00 531 B File
Off: Capt. James Connors; Drv: FF Paul Barry

Cause: Misjudged clearance – While parked, Eng 10's open door struck a parked civilian vehicle

Truck 1 99-0-240 05-25-00 613 B File
Off: T/Lt. Bruce Platt; Drv: FF William Emde; Tlr: FF Michael Kirtley

Cause: Trk 1 was responding with red lights and siren and, while making a left turn, struck a civilian vehicle which had stopped and then moved forward

Ambulance 38 99-0-241 05-27-00 711 A File
Drv: FF Henry Choy

Cause: Backing up – Amb 38, while backing into station, struck apparatus door; no spotters were posted

Medic 2 99-0-242 05-30-00 722 A File
Drv: FRP Martin Spalka

Cause: Misjudged clearance – Medic 2, while responding with red lights and siren, struck the mirror of a double parked truck

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Soulis moved and Vice President Nakajo seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted 10 letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Meritorious Awards

Submitted for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, for May 2000:

Recipient	*Rank/Company*		*Date*	*Award*
Uniformed Members				
Lance Martin	FF	Engine 26	05-06-00	Ltr. of Com.
Jeffery Smethurst	SFPD Reserve Police Officer		05-06-00	Ltr. of Com.
John A. Diluzio	T/Lt.	Res. 1	05-11-00	Unit Citation
Felix Duag	FF	Res. 1	05-11-00	Unit Citation
Daniel M. O'Donnell	FF	Res. 1	05-11-00	Unit Citation
Frank Puccetti	FF	Res. 1	05-11-00	Unit Citation
Niels Tangherlini	Fire Res P/M	Medic 8	05-11-00	Unit Citation
Jeff N. Rusteen	FF/PM	Medic 8	05-11-00	Unit Citation
Gerald R. Shannon	CAPT	Engine 34	05-20-00	Class "C"
Petra Johnson	FF	Com. Ctr.	05-29-00	Class "C"

Commissioner Norman moved and Commissioner Roeca seconded.

President Roff observed that the Commission has had notice, for several meetings in a row, of recognition for outstanding service by firefighters and paramedics, and congratulated all the individuals involved.

There were no further questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

C. Communications Received by Commission

Six communications were received by the Commission from June 16, 2000 through July 6, 2000.

D. Public Comment

John Darmanin referred to the *Advanced Life Support Engines Implementation Plan* and wished to comment on Task 7, which is the deployment of newly graduated firefighters/paramedics to BLS ambulances. Mr. Darmanin was concerned that these firefighters/paramedics would not receive the traditional probationary period on Engines and Trucks, which he considers to be foundation for learning firefighting skills and gaining basic experience. Mr. Darmanin hoped that his concerns would be taken into account, since he understands that this plan is in draft format and is being circulated among the Divisions to obtain input.

Dennis Kruger, Director, San Francisco Firefighters Local 798, informed the Commission that he is waiting for permission from the Department to mount the next ten plaques (Death-in-line-of-Duty). Mr. Kruger noted that it is a slow process but plaques now have been mounted on Station 13, Station 1, Station 2, and Station 7.

5. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 6:15 p.m.

Tania Bauer
Secretary

Public Comment Statement – **This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

July 13, 2000

Tania,

Please include the following statement with the July 13, 2000 minutes.

Thanks,

John Darmanin

I have reviewed a draft copy of the Advanced Life Support (ALS) Engines Implementation Plan, which appears to be endorsed by Chief Demmons and the entire staff at our EMS section. I am particularly concerned with Task #7 on page 4. It states:

"Deploy new FF/PM's and eliminate BLS program. The First 36 hires will simply replace firefighter/EMTs assigned to BLS ambulances. There will be no operational changes. All ambulances remain staffed with 2 paramedics."

This proposal severely undermines the ability of these new hires to receive the necessary "on the job training" during their probationary period. Forcing new hire FF/PM's to staff ambulances puts them and their co-workers at increased risk at a fire scene.

The experience and training they need to keep them and their co-workers alive can only be obtained in the field during their first year of probationary status.

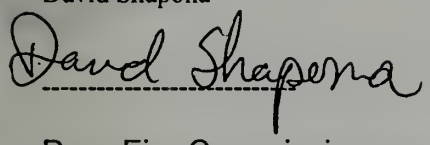
Public Comment Statement **– This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

Tania,

Please print the following 148 words in the minutes for the July 13, 2000 Fire Commission meeting.

Thank you,

David Shapona



Dear Fire Commissioners:

I am a resident of San Francisco and a member of the San Francisco Fire Department.

I have written letters to California Attorney General Bill Lockyer, San Francisco District Attorney Terence Hallinan and Human Resources Director Andrea Gourdine.

I have officially requested an investigation of whether Chief Demmons did in fact personally intervene in and interfere with the civil service hiring process as reported in the Chronicle on June 19, 2000, and whether these actions constituted preferences on the basis of race or national origin in violation of Proposition 209.

The story reported that Demmons improperly ordered the medical clearance of an applicant who had previously failed a medical examination and happens to be the grandson of former San Francisco Supervisor Francois.

These allegations raise serious questions about the integrity of the appointment process for entry into the San Francisco Fire Department.

Sincerely,

David Shapona

Machinery Sales and Consulting, Inc.

Jolinda Rizley Sim

957 Lombard Street
San Francisco, CA 94133

Telephone 415-441-1318
Fax 415-673-3462

June 12, 2000

Chief of Department Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

I live next door to 953 Lombard Street, the site of a two-alarm predawn fire which occurred on Thursday morning, June 8. I was out of town that morning, but my husband, Doug was here.

I want to thank the Incident Commander, Chief Bernie Lee, and his crew for so persistently making sure Doug woke up and got out, and insuring the safety of the residents and neighbors of 953 Lombard.

As a longtime American Red Cross Disaster Services responder, I've worked many fires and other disasters and helped displaced residents deal with the resulting aftereffects and loss.

I've always known that the San Francisco Fire Department is the best, and am now more convinced than ever. Please accept my deepest gratitude for the fine work of Chief Lee and his responders.

Sincerely,

Jolinda Sim

/j

cc: Asst. Chief Bernie Lee

Grover Beach Fire Department

20 June 2000

Lt. Nicol P. Juratovac
San Francisco Fire Dept.
698 Second Street.
San Francisco CA 94107-2105

Dear Lt. Juratovac:

I would like to thank you for your help in scheduling my ride-along with your department. I would also like to extend my sincere appreciation to the station 5 crew on 17 and 18 June for there warm hospitality during my ride-along. The whole crew took time to answer my questions and give me a lot of insight of the San Francisco Fire Department. Please extend my thanks to the station.

I look forward to visiting your City again.

Best regards

John W. Hutchison
Captain

ag/JWH

P.O. Box 365 • Grover Beach, CA 93483 • (805) 473-4590 • Fax (805) 489-9657
Visit our website at www.grover.org

June 7, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street, Room 218
San Francisco, CA 94107

Dear Chief Demmons:

ZooFest for Kids! 2000 took place on Friday, June 2nd with approximately 1,600 adults and children attending. This most unique fund raising event was a tremendous success and raised over $150,000 in revenue which will be utilized to support our San Francisco Zoo programs in worldwide wildlife conservation and education.

Thank you for your donation of an interactive exhibit and giveaways. Your participation played an important role in the ultimate success of this educational, fun-filled, family event which sells out each year.

Enclosed please find a **ZooFest for Kids! 2000** program in which your contribution is gratefully acknowledged. We are also pleased to provide you with San Francisco Zoo Guest Passes and a map which we hope you may use soon to enjoy a day at your San Francisco Zoo!

Once again, thank you for your continued, generous support of our San Francisco Zoo. We look forward to working with you again in the future.

Sincerely,

Terri Tarantino

Terri Tarantino
Director of Events

Enclosure

THE SAN FRANCISCO ZOOLOGICAL SOCIETY
1 Zoo Road
San Francisco, CA 94132-1098
(415) 753-7080
Fax (415) 681-2039

SLC
BERKELEY HIGH SCHOOL
STUDENT LEARNING CENTER · 2246 MILVIA ST. · BERKELEY, CA 94704 · (510) 644-6139

June 7, 2000

Robert Demmons, Chief of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

On behalf of the students and staff of the Berkeley High School Student Learning Center, I would like to express deep appreciation for the wonderful presentation organized and performed by four caring and dedicated San Francisco firefighters. On May 19, 2000, Jennifer Matthews and Christine Williams of Engine 21, and Rob Jones of Medic 10 visited our program to share their experiences as firefighters and to answer student questions. Michelle McCoy, also of Engine 21, arranged the event.

The goal of our program is to provide academic and personal support to foster development of well-rounded students. Our Fridays are dedicated to presentations and discussions that address issues and concerns that affect our students. This includes efforts to introduce them to various career options as a way of encouraging them to think critically about their futures.

The firefighter presentation was the best Friday event of this semester. Students and staff alike were thrilled. The students watched a training video, tried on equipment, and discussed the intricacies of the firefighting profession. Jennifer, Christine and Rob responded to the students honestly and openly, letting the students know that their questions were important. The presenters' obvious respect for and interest in the students was apparent and in turn encouraged student confidence and enthusiasm. The presenters succeeded at keeping all students engaged in the discussion and activities for all eight periods of the academic day. We were thoroughly impressed and are extremely grateful to Jennifer, Christine, Rob and Michelle.

Sincerely,

Erin O'Brien
Student Learning Center

CYNTHIA BARON INTERIORS

229 JERSEY STREET SAN FRANCISCO, CA 94114 PHONE---415 282 4486 FAX---415 282 4405

JUNE 15, 2000

CHIEF ROBERT DEMMONS
CHIEF OF DEPARTMENT
698 SECOND STREET
SAN FRANCISCO, CA 94107

DEAR CHIEF DEMMONS:

I HAVE IN THE PAST SEEN THE S. F. FIREFIGHTERS GOING TO THE AID OF OUR GOOD NEIGHBOR, MR. GABE WAISVISZ. AT 230 JERSEY STREET. IT WAS COMFORTING TO SEE THE QUICK AND CAREFUL ATTENTION THAT HE RECEIVED AT THEIR HANDS.

HOWEVER, NO ONE CAN FULLY APPRECIATE THE IMPACT OF SUCH SERVICE UNTIL IT COMES HOME TO YOU, PERSONALLY.

LAST MONDAY, JUNE 12, AT 8:10 A.M., MY HUSBAND AL BARON WAS SUDDENLY TAKEN ILL. I DIALED 911 AND WITHIN 4 MINUTES YOUR RESCUE TEAM WAS IN MY HOME AT 229 JERSEY. THEY WERE COMPETENT, EFFECTIVE, CAREFUL AND VERY KIND. THEY HELPED ALLAY MY FEARS AND CONCENTRATED FULLY ON THE JOB AT HAND.

FORTUNATELY, THIS STORY HAS A HAPPY ENDING. AFTER SPENDING THE DAY IN KAISER'S EMERGENCY DEPARTMENT, MY DEAR HUSBAND IS SAFELY BACK HOME AGAIN.

I WISH TO COMMEND THE 26TH STREET STATION MEMBERS WHO RESPONDED SO PERFECTLY TO OUR NEED.

THREE CHEERS FOR LT. CREMEN AND FIREFIGHTERS LUCEY AND YUP AND DICKER.

OUR HEARTFELT THANKS TO YOU ALL.

MOST SINCERELY,

Cynthia Baron

CYNTHIA BARON

C.C. 26TH STATION

Ebenezer Lutheran Church

678 Portola Drive. San Francisco CA 94127

June 27, 2000

Chief Robert Demmons
San Francisco Fire Department
698 – 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

We want to express our appreciation for one of the members of your department, Doug Roberts. Doug is also a member of our congregation. He and his family actively support the work and community outreach of Ebenezer Lutheran Church.

One of our programs, Bay Area Ventures, provides outings, fellowship and community building for seniors. Doug has been volunteering as a driver and program assistant. His friendly nature and concern for the "adventurers" has been a real asset to the program.

Monthly the program provides some 20 to 30 seniors a day of sight seeing, transportation, friendship and educational opportunities. Our trips have included Angel Island, Napa Valley, local sites, Elkhorn Slough and Santa Cruz.

On June 14 our venture was to the Roaring Railroad Camp in Felton to ride the steam train and enjoy the Chuckwagon Barbecue. As you may recall this was the hottest day of the year – or was it the hottest day ever? It was 106 in the Santa Cruz, breezeless, mountains. As you might imagine this was not the easiest trip for seniors. Two in our group got sick. One woman fainted during the train ride.

Fortunately Doug Roberts sprang into action and cared for her and clamed not only our group but all those on the train trip. The group has always appreciated having a paramedic along, and this day proved the point. In addition to providing the needed first aid, Doug, was able to give comfort to the distressed seventy-five year old spouse.

We just wanted to acknowledge this kindness and our gratitude to all those who serve our city and its people through the fire department – on and off duty!

Thanks, on behalf of the people of Ebenezer Lutheran Church and its community,

Stacy Boorn

The Rev. Stacy Boorn, Interim Pastor

Copy: Doug Roberts

June 06, 2000

Deputy Chief Tabacco,

Chief Tabacco, I wanted to send you a brief note to let you and the members of your Department know how much our department appreciates all the assistance we have received on June 3rd especially, and many other occasions of late. As Chief of a small Department we rely heavily on help from others but none more enjoyable than the time spent working along side of professionals working in your department. We have an exceptional relationship with Eng. Co. # 25 and Eng. Co. # 17 because we work more closely within their districts, but admire the professional manor of all Companies with witch we have worked . Your department has always backed us in any situation and we plan to help your department as best we can whenever called upon. I plan to work with Chief Nolan and Capt. Bradford in effort to restore all equipment used or damaged while assisting us on the shipboard fire June 3rd and if anything else comes up please feel free to call me. Again it is our pleasure to work alongside of the men and women of San Fransisco Fire Department and look forward to a long relationship. Thank You Once More.

Respectfully,

Anthony W. Fields

Anthony W. Fields
Fire Chief Hunters Point
Naval Shipyard

macy's west

executive offices

May 15, 2000

Michael Kearney
San Francisco Fire Department
Battalion One
698 Second Street
San Francisco, CA 94107

Dear Chief Kearney:

I write to commend the firefighters of the Battalion One who came to our aid this past Tuesday at Macy's. The very fast response and equally swift control of the fire ensured the safety of all and certainly minimized damages. The Arson Task Force is also to be commended for its quick work in identifying the starter of the fire.

I enclose a check for $1000.00 for the San Francisco Fire Fighters "Toys for Tots" program as a token of our gratitude to all.

Sincerely,

Louis M. Meunier
Executive Vice President
External Affairs

cc: Mayor Willie L. Brown, Jr.

june 29 2000

Dear Chief Demmons ~

I am writing to compliment and commend the exemplary work of the 5 firefighters who came to my house the early morning of june 10. they were from the firehouse at Ocean and Phelan Avenues, Engine #15.

my picture window, which takes up the entire front wall of the house, was broken at 3:30 am by someone either throwing or shooting something at it. I called the police. the police came and they called the fire Department.

the firefighters, led by mike murphy, knocked out the totally shattered safety glass and swept the glass up both inside and outside. then they cleverly removed a long wooden door from a cabinet in my basement nailed it to the center of the now-empty window frame, and staple-gunned contractors plastic to the wooden brace and all around the window.

all this these 5 firefighters did in a spirit of cooperation, with great competence, and calmly. then they left quietly without leaving any mess at all.

i don't know what i'd have done without them. If these fine people are representative of the San Francisco Fire Department, we all have much to be proud of.

In gratitude,

Hester Harris
411 Paris st
San Francisco 94112

cc: mayor Willie Brown

Nancie La Joie Spann

June 13, 2000

On behalf of the members of our building at 941-947 Lombard Street I want to thank, profusely, the fire crew who put out the blaze at 949-953 Lombard with such expertise.

It was a frightening experience to be awakened in the middle of the night by leaping flames and flying sparks.

It was a comforting experience to watch the way in which this horror was contained with precision.

Gratefully,

Nancie Spann

RECD - S.F.F.D.
00 JUN 14 PM 3:43
OFFICE OF CHIEF

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-22

MINUTES OF THE FIRE COMMISSION

Special Meeting, Thursday, July 27, 2000 - 4:30 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Ted N. Soulis
Commissioner	Pat Norman
Chief of Department	Robert L. Demmons

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2. CLOSED SESSIONS

Closed Session 1

Pursuant to the Ralph M. Brown Act, Government Code Section 54947, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session for the performance evaluation (Merit Pay – MOU) of Public Employee Robert L. Demmons, Chief of Department, and

Closed Session 2

Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

1. Commissioner Roeca moved for both closed sessions and Commissioner Soulis seconded. The Commission went into Closed Session 1 at 4:40 p.m.

2. There was no public comment pertaining to either Closed Session 1 or Closed Session 2.

3. The Commission reconvened in open session 4:55 p.m. Commissioner Norman moved and Commissioner Nakajo seconded not disclose any discussion, but to disclose the action taken in Closed Session 1.

The Commission unanimously decided that Robert L. Demmons, Chief of Department, should receive a five percent merit pay award in accordance with the applicable provisions of the MEA's Memorandum of Understanding.

4. The Commission went into Closed Session 2 at 5:00 p.m.

5. The Commission reconvened in open session at 6:30 p.m. Commissioner Roeca moved and Commissioner Soulis seconded not to disclose any action or discussion held in Closed Session 2.

3. ADJOURNMENT

There being no further business, the Special Meeting was adjourned at 6:30 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-21

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – July 27, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

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Robert L. Demmons	- Chief of Department
Paul J. Tabacco	- Deputy Chief, Operations
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services (Acting)
Ray Balzarini	- Division of Airports
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	- Emergency Medical Services
Marshal Isaacs, M.D.	- Emergency Medical Services

Chief Officers – Firefighting Services:

Johnny R. Lo	- Division 1 (Acting)
Frank Cercos	- Division 2
Robert G. Boudoures	- Division 3 (Acting)

2. APPROVAL OF THE MINUTES

Regular Meeting of July 13, 2000.

Commissioner Norman moved and Vice President Nakajo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during June 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during June 2000.

B. Appointments

Temporary Appointments

Reporting having made 322 temporary appointments June 24 through July 7, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type of Retirement*	*Retirement Date*
Garcia, Philip F.	H40 Battalion Chief	Service	Jul. 01, 2000
Cutone, Robert C.	H22 Lieutenant, BFP	Service	Jul. 08, 2000
Artemoff, George S.	H20 Lieutenant	Service	Jul. 05, 2000
Moeller, Joel	H20 Lieutenant	Service	Jul. 05, 2000
Zanini, Ray W.	H20 Lieutenant	Service	Jul. 05, 2000
Lavelle, David J. Jr.	H10 Chief's Aide	Service	Jul. 08, 2000
Paul, Allan R.	H10 Chief's Aide	Service	Jul. 03, 2000
Rogers, Michael R.	H10 Chief's Aide	Service	Jul. 08, 2000
Adams, David J.	H4 Inspector	Service	Jul. 05, 2000
Barbara, Robert A.	H2 Firefighter	Service	Jul. 06, 2000
Canada, John K.	H2 Firefighter	Service	Jul. 04, 2000
Crivello, Donald J.	H2 Firefighter	Service	Jul. 07, 2000
Fisher, Robert L.	H2 Firefighter	Service	Jul. 02, 2000
Keane, James F.	H2 Firefighter	Service	Jul. 08, 2000
Kosta, Richard A.	H2 Firefighter	Service	Jul. 08, 2000
Pharis, Ronald W.	H2 Firefighter	Service	Jul. 01, 2000
Quinn, Wallace G.	H2 Firefighter	Service	Jul. 05, 2000
Thiebaut, Gary. E.	H2 Firefighter	Service	Jul. 01, 2000
Koon, Carl B.	1844 Sr. Mgt. Asst.	Service	Jul. 22, 2000

(Retirement Certificates will be presented at Fire Commission meeting of September 27, 2000)

D. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	Rank	Dates	Days	Military Organization	Purpose
Simon, Ramon E5 Sgt.	H2 FF	07-16-00 thru 07-28-00	9	US Army Res. Ft. McCoy, WI	Attend Active Duty Training
Varona, Wilfredo Tech Sgt.	H2 FF	07-16-00 07-17-00	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

E. Suspension

Reporting suspension of H3 Firefighter/Paramedic John Drake, Medic 15, for two days, June 25 and 26, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness/Failure to Report).

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Truck 16	99-0-243	05-07-00	614	A	File

Off: Capt. Ray Guzman; Drv: FF Brendan Cormack; Tlr: FF Frank Martin

Cause: Misjudged clearance – Driver failed to place apparatus "ready" for Immediate response, thereby damaging the diamond plate

Engine 36	99-0-244	05-24-00	514	B	Bill

Off: T/Lt. Paul Urquiaga; Drv: FF Sean Johnston

Cause: Eng 36, responding with red lights and siren, struck civilian auto that had stopped while changing lanes to clear right of way for Eng 36

Engine 21	99-0-245	05-26-00	526	B	File

Off: Lt. Michael Drake; Drv: FF Karen Heald

Cause: Eng 21, while changing lanes, lightly scratched a civilian auto; newly installed communications equipment on Eng 21 obstructed driver's view

Engine 2	99-0-246	05-28-00	529	A	File

Off: T/Capt. Alexander King; Drv: FF David Thompson

Cause: Misjudged clearance – While returning from an incident, Eng 2 lightly struck a parked Muni bus as the driver of Eng 2 attempted to maneuver around the bus.

Medic 14	99-0-247	05-29-00	730	B	Bill

Drv: FR Paramedic Michael Arsanis

Cause: Failure to yield – While attempting to change lanes, Medic 14 was struck by a civilian vehicle that attempted to pass Medic 14

ResAmb 32	99-0-248	05-31-00	715	A	File

Drv: FF Clyde Watarai

Cause: Misjudged clearance – ResAmb 32 struck overhead tree branch while attempting to place the unit at a medical incident

Medic 1 99-0-249 06-02-00 732 B File
Drv: FF/PM Norman Caba

Cause: Hit and run – When the paramedics returned to the parked ambulance, the right side mirror was knocked off

Hosetender 13 99-0-250 06-05-00 809 A File
Off: Capt. Robert Imbellino; Drv: FF Tracy Cavaretta

Cause: Misjudged clearance – While backing up, AHT 13 struck a bollard protecting the fuel pump; no spotters were posted

B.O.E. 99-0-251 06-08-00 972 A File
Drv: FF William Ang

Cause: While delivering supplies, BOE driver failed to notice that the car in front had stopped and lightly scraped the bumper of civilian auto

Medic 35 99-0-252 06-08-00 717 B File
Drv: FF/PM Timothy Fewell

Cause: Failure to yield – Medic 35, while responding with red lights and siren, was struck by a civilian vehicle that had started to move before Medic 35 had completed the right turn

Medic 41 99-0-253 06-08-00 A File
Drv: FF/PM Jonathan Baxter

Cause: Misjudged clearance – While returning from an incident, Medic 41 lightly clipped a parked vehicle when attempting to avoid a tour bus which was making a tight turn

Medic 7 99-0-254 06-08-00 734 A File
Drv: FF/PM Patrick Sabia

Cause: Misjudged clearance – Medic 7, while backing into quarters, struck the lockers on the apparatus floor

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted eleven letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for June 2000.

Commissioner Norman moved and Vice President Nakajo seconded. There were no questions or discussion and the monthly report of Chief of Department was approved.

C. Communications Received by Commission

Twelve communications were received by the Commission from July 6, 2000 through July 20, 2000:

Prior to Public Comment, President Roff referred to the press conference held this day by the Mayor and the Chief, confirming his retirement. President Roff acknowledged that Chief Demmons was retiring from a challenging and difficult job, and lauded his achievements. He cited the transforming changes that had occurred during Chief Demmons' tenure, which include the EMS merger, the opening of the 911 Communications Center and, most importantly, the historic integration of the department.

President Roff pointed out that the most enduring legacy left by Chief Demmons is that the department is one of the most integrated in the nation, if not the most, and it is the full intent of the Commission to ensure that this high standard is maintained. President Roff congratulated Chief Demmons on his retirement and offered his best wishes to him and Mrs. Demmons.

Chief Demmons thanked President Roff and responded that he had entered the Fire Department to fight fires and save lives but somewhere along the way he became involved in other matters. He believed changes and difficult decisions needed to be made that affected individuals and their families on all sides, and although they were not personal, many times they were perceived as such. As the 18th Chief, he acknowledged the contributions of previous Chiefs and noted that they had done what they considered to be their duty and obligation.

Chief Demmons reiterated that there must be mutual respect in the department and there must be for everyone the right to work and to advance. He stated that he had considered retirement at various times during his career but always felt that he had not completed the work that he had started. Chief Demmons referred to a reporter's question this morning regarding what he considered his greatest accomplishment. He responded that it was the empowerment of the men and women of the department.

Chief Demmons noted that he was held in contempt of court by the Court Monitor because he would not hire a management consultant, believing that the men and women of the department could put together an effective management plan and implement it. The resulting accomplishments were not his but those of each member who participated.

In closing, Chief Demmons re-emphasized that respect for each other is tantamount and that speaking out and standing up for principles is essential, especially when disrespect has been shown either to individuals or to the department. He believes that if that is understood and carried out, the department will continue accomplishing the goals it sets and will be acknowledged throughout the city, the country and the world.

D. Public Comment

John Darmanin wished to point out that Item 4.C. on the calendar had been skipped. The Secretary responded that item 4.C. was solely a listing of Communications that were received by the Commission and that comment on the overall communications would be accepted but comment on an individual communication was not pertinent.

Mr. Darmanin explained that he was not providing comment but seeking clarification on Item 4 on the list - a letter from the Mayor regarding the retirement of the Chief of Department dated July 11, 2000. Mr. Darmanin was curious why it had not been included on the list for last meeting's agenda. President Roff responded that the letter had not arrived in time for inclusion.

Commissioner Soulis stated that he would not defend himself but would comment on the July 14th Matier and Ross article. He referred to the comments that were quoted but insisted that some were taken out of context. Commissioner Soulis explained that his comments were directed to the *old boy's network* that has fought diversity and the integration of this department and continues to do so. He noted that he was on the Commission when a federal court found the department to be *out of control* and his greatest concern was that the department would return to this. He stated that that period was very disruptive, with many individuals and many families hurt.

Commissioner Soulis continued that it had only been two years since the Consent Decree was lifted and already there were rumblings which manifested themselves in the anonymously published *Smoke Eaters Gazette* - a publication apparently produced by firefighters disgruntled by changes that ended what once was a department dominated by white males renowned for intolerance. Furthermore, no one called him from Matier and Ross to verify his comments yet, based on their article, a letter was written to the editor of the Chronicle and the *Main Line*, and a special edition was published. In closing, Commissioner Soulis stated that only one person had called him to verify the statements attributed to him and that was Mayor Brown. He related to the Mayor what was true and what was taken out of context, and reiterated his concerns regarding current matters affecting the department. Mr. Soulis apologized to firefighters that were new to the department since he did not intend to offend them.

President Roff stated he and the other Commissioners did not subscribe to Commissioner Soulis' comments in the Chronicle. He believes that the department has made a great deal of progress in eliminating bias and promoting racial and gender equality. The dedication, courage and commitment of all firefighters were visibly expressed at the fires he had attended. Additionally, the department had undergone transformation and great change with new firefighters, and many others, strong in their resolve to strengthen and maintain the progress that has been made. President Roff reiterated that the statements, which appeared in the press, are not shared by this Commission.

Commissioner Norman wished to present a draft resolution. In addition, she wished to underline her support of President Roff's letter denouncing the remarks which were appeared in the newspaper article.

WHEREAS, a recent newspaper article attributed insulting and derogatory remarks about San Francisco firefighters to a member of the San Francisco Fire Commission, and;

WHEREAS, upon publication of the newspaper article the President of the San Francisco Fire Commission issued an immediate denunciation of the remarks in a letter, and;

WHEREAS, the President's letter states that the remarks attributed to one Commissioner are unfounded and unjust insults which do not represent the views of the San Francisco Fire Commission, and;

WHEREAS, the San Francisco Fire Commission wishes to join in the President's letter and denounces the newspaper remarks in the strongest possible terms; now therefore, be it

RESOLVED, that the San Francisco Fire Commission hereby honors and acknowledges the men and women of the San Francisco Fire Department for their intelligence, integrity, and devotion to duty during a time of great change in both this Fire Department and the Fire Service nationwide; and be it

FURTHER RESOLVED, that the San Francisco Fire Commission hereby adopts the text of the President's July 14, 2000 letter, attached hereto, as the official statement of this Commission in response to the remarks attributed to one Commissioner in the July 14, 2000 edition of the *San Francisco Chronicle*.

Commissioner Soulis stated that based on the resolution by Commissioner Norman, it would be appropriate for the Commission to vote for him to resign. He added that even though he was hired by the Mayor and, therefore, should be discharged by the Mayor, he would abide by the vote of the Commission. Commissioner Norman responded that it was not the responsibility of the Commission to direct his actions. If he were ready to resign, it would be his responsibility and his obligation. Commissioner Soulis disagreed and stated that the Commission should have the authority to vote him out. Commissioner Norman reiterated that this was not the responsibility of the Commission.

Commissioner Roeca moved that the draft resolution be placed on the agenda of the August 10, 2000, regular Commission meeting, and that there should be no further discussion of the draft resolution. Commissioner Nakajo seconded, and the motion was approved.

John Hanley, President, Local 798, wished to read a formal statement that had been sent to the press three days ago but as yet had not appeared in any newspaper:

The officers and members of the San Francisco Firefighters Local 798 congratulate Chief Bob Demmons on his many years of courage, dedication and service to the City and County of San Francisco. We thank him for his lifelong commitment to the citizens of our great city.

The Members of Local 798

Mr. Hanley added that even though he and Chief Demmons had been at odds over some issues, they fell under the labor and management heading, but on core issues, Chief Demmons was there for the firefighters, time and again. Mr. Hanley noted that when members were hurt or severely injured at fires, Chief Demmons had always been there. He thanked the Chief for his time and devotion to the citizens of San Francisco.

Mr. Hanley addressed the Commission and stated that on behalf of Local 798 he must respond to the unwarranted attack by Commissioner Soulis on the members of the department who risk their lives on a daily basis in order to protect the citizens of San Francisco. Mr. Hanley noted that San Francisco firefighters contribute time and money to many good causes, such as the Burn Center and the Toy Program.

In responding to Commissioner Soulis' comment that fire fighting is not rocket science, Mr. Hanley stated that it requires the ability to think clearly and respond quickly to varied situations - medical emergencies, industrial accidents, hazardous material spills, auto accidents, earthquakes, and the most dangerous, fighting fires. In response to Commissioner Soulis' charge of racism, Mr. Hanley noted that presently 40% of the department consists of minorities and women. In closing, Mr. Hanley pointed out that Commissioner Soulis' divisive remarks and contemptuous attitude toward members of the department make him unfit to serve as a Commissioner. (Statement attached)

John Darmanin, Firefighter, referred to Commissioner Soulis' comment *regarding that no one from the newspaper called him to verify his remarks and not to believe everything one reads in the paper.* Mr. Darmanin informed the Commission that he had a conversation with Commissioner Soulis following the last Commission meeting during which time his video camera recorded 18 minutes of comments that were far worse than what appeared in the newspaper. Mr. Darmanin offered the tape to anyone who wished to view it. He concluded that it is possible that Commissioner Soulis was correct when he stated not to believe what is in the paper since there was so much more.

Mr. Darmanin stated that he had received dozens of email voicing similar outrage at Commissioner Soulis' insensitive remarks. Without debate, Commissioner Soulis had challenged not only the integrity and professionalism of firefighters but also insulted their intelligence. Mr. Darmanin based his comments not only on the Matier and Ross article but also on the comments he made in front of his family at the previous Commission meeting which were recorded on videotape. Mr. Darmanin stated that both he and his family were offended by Commissioner Soulis' remarks. Furthermore, based on communication within the Fire Department, the overwhelming majority of the firefighters were also offended. Mr. Darmanin noted that it was also apparent that President Roff and the members of the Commission resented the remarks. He urged Commissioner Soulis to resign and put the matter to rest since that would be the honorable thing to do. (Statement attached)

Chadwick Ertola, Firefighter, stated that he had delivered a letter to the Commission and intended for Commissioner Soulis, with over 450 signatures from active firefighters in all ranks of the department. Mr. Ertola stated that the undersigned uniformed members of the department demand the immediate resignation of Commissioner Soulis for his recently published comments since he had publicly defamed and ridiculed each firefighter, paramedic, officers and chief and by doing so, he had caused public disrespect for the entire San Francisco Fire Department, the Fire Commission and Mayor Brown.

Furthermore, Commissioner Soulis had insulted the courage and honor of the 143 brave firefighters who had given their lives in the line of duty and whose names are inscribed on the memorial wall. Commissioner Soulis' hurtful and demeaning remarks published in the

San Francisco Chronicle, Matier & Ross column, indicate that he lacks the professionalism and the character required of a member of the Fire Commission.

Mr. Ertola pointed out the variety of backgrounds (cultural, ethnic and educational), interests, and affiliations of the department's firefighters and noted that Commissioner Soulis had managed to insult them all by his disparaging statements, and should not be allowed to sit in judgement of matters, including disciplinary, that affect the careers and lives of members of this department. (Statement attached)

Commissioner Soulis wished to rebut Mr. Ertola's public comment and was ruled out of order by President Roff. At this point, Commissioner Soulis asked to be excused from the rest of the meeting, and left the meeting room.

Da Rand Shari Ah, Paramedic, thanked Chief Demmons for his contributions to the department, especially the EMS merger, which provided an opportunity for paramedics to cross-train as firefighters. He noted that bringing the two together could be likened to a marriage, with its attendant problems but with everyone trying to get along. Mr. Shari Ah pointed out that almost 80% of Paramedics are cross-trained by now, and again thanked the Chief for the opportunities he had provided. Furthermore, he wished the Commission, as it seeks a new Chief, would consider the officers present in the front row to since they are competent and are prepared to lead this department.

Chief Demmons wished to comment on the efforts of the Paramedics and the many stressful situations which occur during their workday, from individuals who do not want to be treated to those who attack the individuals trying to help them. He wished their bravery to be recognized.

John Murphy, Battalion Chief, Bureau of Assignments, stated that he had full respect for Chief Demmons - for what he had accomplished in life and what he had accomplished in the Fire Department. Mr. Murphy remarked that he was tired of the adversarial relationships between certain groups in the department, and urged all those present to go beyond those adversarial relationships and to work together to solve existing problems. He believed that there is an opportunity for change now and the need, more than ever, to work together.

Kenneth Smith, Firefighter, stated that he was a new firefighter and that some of Commissioner Soulis remarks had hurt him and his fellow firefighters in the field. Mr. Smith believed what Chief Demmons had tried to accomplish was to create a diverse department that was open minded and willing to accept change. As a new firefighter, Mr. Smith feels that he had been received, welcomed, loved, taught and challenged. The rank and file are strong and the feeling of togetherness and of love is there in the field. He objected to Commissioner Soulis implying that nothing has changed. Mr. Smith believed that the healing had been done, that the administration is strong and all that has been achieved should not be torn done, especially from the top, by one individual.

Alissa Vannort, Firefighter, member, Steering Committee of the United Fire Service Women, thanked Chief Demmons for providing the opportunity for her and over 200 other women to serve this city. She stated that she and the other women, being new members, are offended by Commissioner Soulis' remarks. Ms. Vannort asked that if Commissioner Soulis had held the views as published in the newspaper, why was he not proactive when the *Smoke Eaters Gazette* came out. Furthermore, if he saw a problem with firefighters' educational abilities, why did he not offer an educational incentive, such as paying for classes. Ms. Vannort pointed out that many members of the department brought their

education to the department because they found an opportunity to serve and be part of a great tradition. In conclusion, she stated that a firefighter's job requires intelligence, physical dexterity, compassion and an appreciation for the diversity, which they represent. *Charles Crane*, President, Los Bomberos (Hispanic Firefighters), stated that he came here expecting to hear an apology from Commissioner Soulis, which was never offered, but his leaving has made Mr. Crane's further comments inappropriate. Instead, Mr. Crane congratulated Chief Demmons on his accomplishments and wished him a happy retirement. Mr. Crane thanked the Commission for the strong stand they took against Commissioner Soulis' remarks and recounted how every Hispanic firefighter that he spoke with had been greatly offended by them – young, old, new or veteran.

John Choy, Director, Asian Firefighters Association, wished to comment on Commissioner Soulis' remarks regarding alleged racism in the department and accusations against the Chief in Local 798's newspaper, the *Main Line*. Mr. Choy believes that the *Main Line* covers many issues of importance to firefighters, such as promotions, radio assignments, safety gear, payroll, paramedic hiring and BLS training. He does not believe these issues to be racial since they affect every firefighter regardless of age, gender or color of skin instead they are a matter of policies and management style. Mr. Choy stated that he never felt discriminated against and, as a probie, was helped and shown around by experienced firefighters, regardless of skin color, who shared their craft with him.

Francie Covington, San Francisco citizen, wished to thank Chief Demmons for his courage, his tenacity and his vision. She stated that she and her family will greatly miss the Chief and presented him with a bouquet of orchids, which she understood to be one of his favorite flowers.

Garry Bradford, Black Firefighters Association, wished to congratulate Chief Demmons on his retirement. Mr. Bradford voiced his respect for the Chief, whom he had known for over 26 years, and for his vision and passion in making the department equal in all aspects. Mr. Bradford hoped that the new Chief will also have that passion and will want to make the department as great as Chief Demmons wanted it to be.

Commissioner Roeca stated that he will miss Chief Demmons, but the Chief's vision will remain as part of what this department is today. Looking ahead, Commissioner Roeca pointed out that there will be many changes, and as the new administration deals with them, problems will arise and battles will ensue. He told Chief Demmons that he should be proud of his accomplishments and that he was proud of having had the opportunity to serve with him. Commissioner Roeca stated that the City and County of San Francisco should be thankful to Chief Demmons for his legacy, which will remain a part of the department for many years to come.

Commissioner Norman thanked Chief Demmons for the time and energy he invested, not only in this department but also on a city- and nation-wide level, to create opportunities for individuals who had not had them before and to set an example for other departments across the country. She confirmed that what Chief Demmons had accomplished will not be set aside. Commissioner Norman assured Chief Demmons that the Commission is fully committed, as well as the leadership of the department, to carrying out his vision, which had been a challenge and struggle. She referred to the difficulties experienced during this meeting due to remarks made by a Commissioner, but promised that there would be many well-deserved celebrations once the Chief returned from vacation – celebrations to equal the time and energy Chief Demmons invested in making this a better department.

Commissioner Nakajo wished to re-emphasize that Chief's Demmons legacy, which is reflected this day in the makeup of the department, is a quest that will not be given up by either the Commission, or the administration, or the officers and men and women of the department. He stated the importance of speaking out and making a commitment to make this department the best work environment possible and one everyone can be proud of. Commissioner Nakajo noted that he was the first Japanese-American Fire Commissioner, the first to go to the Airport, to the firehouses and the first to be with the men and women of the department; he hoped he would not be the last from his community. He thanked the Chief for his contributions and for his leadership and assured him that he will remain a part of this department.

President Roff stated that aside from some negative remarks focused on disagreeable comments in the newspaper, some very positive statements emerged about the solidarity, professionalism and commitment of this department. Chief Demmons has made extraordinary contributions to this department, as well as all the members have through their efforts, courage and dedication. President Roff noted the high standards that Chief Demmons had instilled and promised that they will be adhered to. He thanked Chief Demmons and wished him all the best.

5. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:50 p.m.

Tania Bauer
Secretary

Public Comment – July 27, 2000, Regular Fire Commission Meeting
John Darmanin

I'm also submitting dozens of email I received documenting their similar outrage to Fire Commissioner Soulis' insensitive remarks as well and will be submitting those on their behalf. Fire Commissioner Soulis without debate has challenged our integrity and professionalism as firefighters, and if that weren't enough, he insulted our intelligence. I base my comments here tonight on the recent Matier & Ross article but as well as personal comments he made to me directly on July 13. My family, my two boys, my wife were here that night and we were going to a Giants game afterwards. They actually heard the comments live as well as reviewing the videotape with me. I am personally offended by his remarks. My family is offended. And based on communication within the Fire Department and the overwhelming majority of the firefighters I've spoken to which represent the overwhelming majority of firefighters in this department, they're also offended. It is also apparent that President--the President of the Fire Commission, you Hadley Roff, resented and denounced Fire Commissioner Soulis' remarks. I'm sad to say that Fire Commissioner Soulis has made it impossible for this Fire Commission and specifically himself to continue to command the respect that the Fire Commission and its members once enjoyed. It is time for Fire Commissioner Soulis to resign and put this matter to rest. That would be the honorable thing to do. Thank you.

Public Comment Statement – This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission

Public Comment – July 27, 2000, Regular Fire Commission Meeting
John Hanley, President, Firefighters Local 798

You undoubtedly heard about Commissioner Ted Soulis' recent comments to Matier & Ross in which he insulted the intelligence and integrity of every member of the San Francisco Fire Department. On behalf of Local 798, I must respond to this unwarranted attack on our members. We are truly outraged by this unjustified and false criticism from Commissioner Soulis. The dedicated members of this department risk their lives on a daily basis in order to protect the citizens of San Francisco. In addition, San Francisco firefighters contribute time and money to many good causes such as the Burn Center, the San Francisco Firefighters Toy Program, to name but a few. We should not be subjected to baseless attacks from a Fire Commissioner who is supposed to be working together with the members of the department for the common goal of the best for fire protection for San Francisco as possible.

Commissioner Soulis' attack on the members of the Fire Department demonstrates that he is not interested in the facts. I will not dignify his offensive comments with a point-by-point response. Nonetheless, let me point out a few of the real facts. In response to his comment that fire fighting is not rocket science, the reality is that our work requires the ability to think clearly and respond quickly to varied situations, medical emergencies, industrial accidents, hazardous material spills, auto accidents, earthquakes, and the most dangerous occupation in America, fighting fires.

And in response to his charge of racism, the reality is that minorities and women now make up more than 40 percent of the department and that much progress has been made toward solving issues of racial and gender bias. Race baiting will only make further--less progress along these lines.

Most significantly, Commissioner Soulis' public remarks displayed his contemptuous attitude toward members of the Fire Department. Such comments show that he cannot function effectively in any position with authority over this department. These efforts to divide members of the department have destroyed any credibility he might have otherwise had. His reckless public statements also demonstrate his unfitness for this position. The Fire Commission has a responsibility to work to improve the morale of the Fire Department. Instead of fulfilling this responsibility and working to improve harmony in the department, Commissioner Soulis has undermined the morale of the San Francisco Fire Department. Thank you very much.

Public Comment Statement – **This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

Public Comment – July 27, 2000, Regular Fire Commission Meeting
Chadwik Ertola

We the undersigned uniformed members of the San Francisco Fire Department demand the immediate resignation of Commissioner Ted Soulis for his recent published comments concerning the San Francisco Fire Department. Commissioner Soulis has publicly defamed and ridiculed each of us; firefighters, paramedics, officers and chiefs. By doing so, he has caused public disrespect for the entire San Francisco Fire Department, the Fire Commission and Mayor Brown.

By his thoughtlessness, Commissioner Soulis has insulted the courage and honor of the 143 brave firefighters who gave their lives in the line of duty whose names are inscribed on the firefighters memorial plaque in the very lobby of this building, Fire Department Headquarters. It goes without saying that their surviving families feel the same insult. This man's hurtful and demeaning remarks published on Friday, July 14, 2000 in the San Francisco Chronicle reported in the Matier & Ross column show that he lacks the professionalism and the character required of a member of the San Francisco Fire Commission. He has publicly displayed his disrespect for the diverse men and women of the Fire Department, which he has sworn to serve and oversee by his oath as a Commissioner.

By his shameful disparagement of each and every member in the Fire Department, Commissioner Soulis has demonstrated that he is prejudiced against us all. As such, he clearly lacks the objectivity and open mindedness necessary to sit in judgment in the variety of disciplinary matters, which he may be called upon to hear and decide, affecting the careers of members of this department, and I'll add all of the variety of matters that come before this Commission. Commissioner Soulis cannot be trusted to exercise fair, honest, or levelheaded judgment in any matters affecting our department or this city given his willingness to publicly make such bizarre and hateful comments.

We proudly serve the citizens of the City and County of San Francisco in many capacities. We are its Firefighters, EMT's, and Paramedics. We are a diverse workforce, comprising all races, genders, creeds, religions, political affiliations and backgrounds whether ethnic, cultural or educational. We are wives husbands, parents and domestic partners.

We are also diverse in our talents. We are carpenters, plumbers, electricians, engineers, dentists, artists, doctors, and lawyers. We contribute sick leave to fellow city employees of whatever department in times of catastrophic illness or need. We support many civic, community and charitable organizations with our volunteer time and donations. We volunteer to educate the citizens in emergency safety and procedures. We donate blood by the hundreds several times each year. We donate, collect and distribute toys and gifts to thousands of underprivileged families and children every Christmas. We belong to Local 798, the Black Firefighters Association, the Asian Firefighters Association, Los Bomberos, the San Francisco Fire Department Women's Group, the Chief's Association, trade unions and professional associations. We are white, black, Hispanic, Asian, Pacific Islander, American Indian, male, female, transgender, straight, lesbian, gay.

We cannot accept the blatant racism, sexism, ignorance, unprofessionalism, untrustworthiness and discrimination displayed by Commissioner Soulis. By similar letters, we are urging Mayor Brown to demand that Commissioner Soulis resign immediately. Thank you for your immediate attention to this urgent matter.

Public Comment Statement – This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission

Public Comment – July 27, 2000, Regular Commission Meeting
John Choy

Good evening, Commissioners and Chiefs, fellow firefighters and their families, my name is John Choy. I'm a seven-year member of the San Francisco Fire Department and a member of Station 1. I have been a member of Local 798 for just as long and I'm on their election committee. I am also a member of the Asian Firefighters Association and I'm one of their directors. Tonight I'd like to speak to you as a firefighter very briefly on the subject of Commissioner Ted Soulis' comments to the Chronicle's Matier and Ross column of July 14th.

In the column the Commissioner spoke of alleged racism in the department and he spoke of accusations against the Chief made by 798's newspaper the Main Line. Articles the recent Main Line issues covered various vital topics such as promotions, radio assignment, safety gear, payroll, paramedic hiring, and BLS training. I share in their criticism of the Chief because these issues affect my livelihood. These issues are not racial. They just pertain to policies and management styles. I am concerned that there isn't a promotional exam on the calendar. I am concerned that I could be assigned to the Communications Center. I've only known one single turnout coat in my career, short career. All of these issues in the Main Line affect every firefighter regardless of their age, gender, or the color of their skin. Racism, the Commissioner alleges that it exists in the Fire Department today. Now, but I beg to differ.

Local 798 for the past few years has been a strong supporter of the Fire Department Lion Dance Team. This is a Chinese lion dance. The teams performs annually in the city's Chinese New Years Parade. Along with the AFA, the Asian Firefighters Association, the union helped purchase five lions and recently helped open the California Professional Firefighters Association convention, which was hosted by Local 798. Also annually, 798 sponsors a dragon boat for the races that benefit Self Help for the Elderly, the gracious organization that serves the Asian-Chinese community. These boats are paddled by members of the department in the spirit of teamwork and camaraderie and public service. Would a racist union show such support and interest in another culture?

During the short seven years that I've been a firefighter, I never encountered racism in the Department. On my very first detail as a probie, I encountered an officer who showed me around the station and around the fire engine. He took care during that watch to make sure I got my drills done and that he took the time out to share in his craft. I'm a son of a master of martial arts. And my father could have very well easily, just to give you some background, stopped teaching non-Chinese people his craft, his art. But instead he taught other people and in that way he shared his culture and he wasn't a racist about it. That officer from that day on that detail shared with me his craft as well and I don't believe that's racist.

I just wanted to say one more thing. He was Italian-American and he was not a racist. A couple of years ago I had the honor of working with another officer who was always willing to teach you about the job and kept you motivated. And he genuinely cared about his probies regardless of the color of their skin or--and their gender. This man led his diverse company by example. He was also a very active member of 798. He was an Irish-American. He was not racist. Would racist people take the time to show you ropes? Would racist people share their valuable knowledge with others? Well, that having been said, tonight is a positive night and a look toward the future. Thank you very much.

Public Comment Statement **– This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

Golden Gate Senior Services

June 30, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Sir:

This letter is written to acknowledge the diligent work of the San Francisco Fire Department's Lt. Johnson, and Fire Fighters Farac, Manning, Yee, and Steil. On the afternoon of June 28th, the crew of Fire Truck 14 came to the assistance of Ms. Shirley Williams at the Richmond Senior Center. Ms. Williams is a 65 year old wheelchair bound developmentally disabled women who attends our program regularly.

On Wednesday afternoon our elevator broke down stranding Shirley on the 3rd floor unable to get to the paratransit van that takes her home. The crew of Truck 14 safely transported Shirley, wheelchair and all to the first floor. Since she weighs over two hundred pounds, this was quite a feat of skilled professionalism.

On behalf of the staff and seniors here I extend a very well deserved thank you to these fine gentlemen.

Sincerely,

Jim Patten
Director, Richmond Senior Center

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

June 2, 2000

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I am writing to extend my gratitude for the help Captain Peter Howes, of your Special Operations Unit, gave our Police Department in preparing for the millennium celebration.

The members of our Special Operations Division training unit shared with me how Captain Howes gave generously of his time and talent. He not only fulfilled their request, he went a step beyond.

Captain Howes' dedication in assisting in the various Joint Training Exercises was outstanding. He provided fire and medical support, to members of the department during the extended range impact weapons and chemical agent classes. He also helped us develop the Joint Task Force concept. He contributed significantly to our training by furnishing the fire and medical logistical assistance needed to complete these missions. As his superior, I wanted you to know about his contribution to the effort and how much I personally appreciate it.

As we start the New Year, we may be facing similar challenges. I trust that we can count on Captain Howes' help again.

During the nine months we spent preparing for this event, I watched our department increase its crowd control skills, confidence, and its motivation to learn. The success of the millennium celebrations and the public safety that was maintained by our city agencies was a tribute to all the personnel involved. I am personally grateful.

Sincerely,

FRED H. LAU
Chief of Police

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

June 2, 2000

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I am writing to extend my gratitude for the help Section Chief Robert Navarro, of your Special Operations Unit, gave our Police Department in preparing for the millennium celebration.

The members of our Special Operations Division training unit shared with me how Section Chief Navarro gave generously of his time and talent. He not only fulfilled their request, he went a step beyond.

Section Chief Navarro's dedication in providing fire and medical support to members of the department during the extended range impact weapons and chemical agent classes was outstanding. He also assisted in the various Joint Training Exercises and shared his knowledge and teaching abilities to help us develop the Joint Task Force concept. He contributed significantly by furnishing the medical and fire logistical assistance needed to complete these missions. As his superior, I wanted you to know about his contribution to the effort and how much I personally appreciate it.

As we start the New Year, we may be facing similar challenges. I trust that we can count on Section Chief Navarro's help again.

During the nine months we spent preparing for this event, I watched our department increase its crowd control skills, confidence, and its motivation to learn. The success of the millennium celebrations and the public safety that was maintained by our city agencies was a tribute to all the personnel involved. I am personally grateful.

Sincerely,

FRED H. LAU
Chief of Police

July 1, 2000

Paul TaBacco, Deputy Chief of Operations
San Francisco Fire Department
698 2nd St.
San Francisco, CA 94107

Dear Sir,

On the evening of June 21, 2000, Firefighter Christian Gadbois, Paramedic #975, was a great help to the staff in the Emergency Department of St. Francis Hospital. At the time, our E.R. was extremely busy and the hallway crowded with patients waiting for treatment rooms. An elderly gentleman arrived by ambulance. He was highly agitated and intoxicated. He could not walk and had a substantial amount of cash on his person. The police had been called in his behalf and he became more upset and paranoid. He was screaming and would not allow anyone to approach him. The situation was escalating with the patient attempting to leave without treatment. He was unable to walk without falling down.

Mr. Gadbois was able to calm the patient and bring him into a room. This was a time consuming process as they formed a bond of trust. This effort was "above and beyond" and appreciated by the staff and also by this patient. He was later discharged safely when he could walk. We were able to safeguard his belongings until he was more coherent. Firefighter Gadbois was part of our team and truly a patient advocate. I commend him on a job well done.

Thank You,

Ramona Sollerborn

Staff Nurse, Emergency Department SFMH

Ramona Sollerborn RN

LIONEL D. SPENCER
300 THIRD STREET APT. 802
SAN FRANCISCO, CA. 94107-4204

July 1, 2000

Willie L. Brown, Mayor
City of San Francisco
1 Dr. Carlton B. Goodlett Pl.
San Francisco, CA. 94102

Dear Mayor Brown.

I want you to know of the outstanding service given my wife Kathryn C. Spencer when she suffered a cardiac arrest while leaving Sigmund Stern Grove on the afternoon of June 18th.

While walking up the road to leave the park she became ill and two doctors who were also leaving the park gave her CPR until our fire department arrived. The fireman and firewoman immediately went to her with the equipment necessary to save her life and took over from the doctors. When the monitor was attached to my wife she was, as the medic shouted, flat lined and defibrillated her. She started to breathe on her own and her lips became pink instead of purple. The ambulance crew arrived and she was stabilized and transferred to the ambulance and transported to Seton Medical Center. She was alive when she arrived and with their care and the care of the University of California Medical center she is alive and recovering from her ordeal.

These firepersons are marvelous. Their training showed in my wife being alive today. We may continue our fifty-three years of marriage and hope for sixty or more. We are NERT's and now have more reasons to love our firepersons.

We are native San Franciscans and she grew up on Thirty-second Avenue only three blocks from the firehouse Medic 18 is housed. Engine 19 was the first on the scene and the following firepersons were involved. Melvin Hayes, Ferdinand Meneses, James Katten, and Marie Nilsson. The ambulance crew was Medic 18 with the crew of Paul Rancore and John Grant. Paramedic Captain Jim Fazackerley also responded to the scene.

I do not know how to properly thank those involved for giving my wife back to our children and me. I have written each of them and wanted their big boss to know of their expert professional service.

Sincerely,

✓Cc: Chief Robert L. Demmons

City and County of San Francisco

OFFICE OF THE SHERIFF

TRAINING SECTION

Michael Hennessey
SHERIFF

(415) 553-9600

July 14, 2000

Chief Robert Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA. 94107

Dear Chief Demmons,

I would like to commend members of your staff for assisting the Sheriff's Department in a recent exercise conducted on Treasure Island. On Tuesday 6/20/00, our Training Unit held an emergency procedures class at the Treasure Island Brig. The class incorporated the use of fire suppression equipment and Scott Air packs in simulated emergency situations.

Our Training Unit contacted two of your Captains, Captain Russ Albano at the Treasure Island Fire School, and Captain Mike Hennigan at Station 48. Both were very cordial and amenable to allowing the Sheriff's Department to refill the Scott Air pack tanks at either the Fire School or Station 48. On Wednesday 6/21/00, the dayshift staff at Station 48 were very helpful in assisting Senior Deputy Miyamoto in refilling the tanks.

Please allow me to express thanks on behalf of the Sheriff's Department towards Captain Albano, Captain Hennigan, and the staff at Station 48 for their helpfulness and assistance. I am very pleased that we can work together and look forward to more interdepartment cooperation in the future.

Thank you.

Sincerely yours,

Donna Harlan

Lt. J. Harlan
San Francisco Sheriff's Department

cc: Sheriff Mike Hennessey
Undersheriff Mary Ann deSouza
Chief Deputy V. Hennessy

555 7TH STREET, ROOM 200 • SAN FRANCISCO, CA. 94103
EMAIL: sheriff@ci.sf.ca.us • FAX: (415) 553-9608

Peter E. Kardum
1435 Monterey Blvd
San Francisco, Ca 94127
(415) 584-8253

July 6,2000

Chief of San Francisco Fire Department
698 2nd Street
San Francisco, Ca 94107

RE: 1358 Vermont Street

I am writing in regards to the above address that had a very bad water leak that was damaging the above said unit. My tenant below in above said building, after trying to reach me several times called the fie department. I want to thank**, Gibson, Neilsen and Lawson**
for the fabulous job of cleaning up the unit that had the severe leak. I had just got finished re-doing the whole unit and had just rented it. These fire personnel cleaned up the whole unit from the water leaking and saved me from severe damages that could have incurred had the water been left. The hardwood floors had just been refinished and thanks to them are in great shape.

I want to extend my sincere gratitude for everything that they did in mopping everything up and leaving the unit in great shape.

They should be commended for the fantastic job that they did. Thank you very much.

Sincerely,

Peter E. Kardum
owner

Marilyn Sachs
733 - 31st Avenue
San Francisco, California 94121

July 8, 2000

Chief Robert Demons
S.F. Fire Department
698 Second St.
San Francisco, Ca 94107

Dear Chief Demons:

I would like to commend very enthusiastically the help I received from the Paramedic/Firefighters of Engine 14, Medic 18 (Ambulance) last Saturday morning when my husband passed out. I phoned 911, and within five minutes they arrived, and immediately went to his help and revived him. They acted with great speed and expertise. They were also very gentle with him and very, very kind and considerate of me. I don't know the names of all of the men who were involved, but I did ride in the ambulance with two of them - Terry Stanford and Bob Belot. They were particularly knowledgeable and helpful.

I know a number of people complain about the inefficiency of 911, but I can only tell you that I found their quick response and knowledgeable medical help more than impressive. My husband is at home now, recovering, and both of us are very grateful.

Sincerely yours,

Marilyn Sachs

Marilyn Sachs

Parkside Branch Library
1200 Taraval Street at 22nd Avenue
San Francisco, CA 94116
(415)753-7206

July 7, 2000

Chief Robert L. Demmons
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

Nicole Juratovac arranged to have fire fighters and a fire truck visit the Parkside Library this afternoon for a children's program - the fire fighters and their truck **WERE** the program and they were fabulous. They were patient, kind and funny. They let kids wear their hats, sit in the cab and look inside nearly everything that moved all the while answering constant questions. The kids were beside themselves with delight.

Thank you for the education and the joy.

Sincerely,

Pat Dimmick

Pat Dimmick
Children's Librarian

CITY AND COUNTY OF DENVER

WELLINGTON E. WEBB
Mayor

CIVIL SERVICE COMMISSION
POLICE AND FIRE DEPARTMENTS
1570 GROVE STREET
DENVER, COLORADO 80204-1930
PHONE: 720-913-3370
FAX: 720-913-3373

COMMISSIONERS
Kelly Brough
Kristopher Colley
Christopher Olson
Ellen Reath
Paula Sandoval

ACTING EXECUTIVE DIRECTOR
L. Michael Henry

July 7, 2000

Lorrie A. Kalos
21 Fairview Place
Millbrae, CA 94030

Dear Ms. Kalos:

We sincerely appreciate the professional commitment you demonstrated, and your expenditure of significant time and energy, as an assessor for our Denver Fire Captain Assessment Center held during the week of June 26-30. We hope you enjoyed your stay in the Mile High City.

It was a pleasure to work with you and we hope that you will give serious consideration to any future requests to serve as an assessor for our Fire Department examinations.

We are very proud of how this first assessment center in our newly acquired building was conducted. We could not have done it without you. You should be proud of your role in assisting us to identify the best qualified Fire Captain candidates.

Thank you again for your service to the Commission, the Denver Fire Department, and the citizens of Denver.

L. Michael Henry	Jeffrey D. Wilson	Brian S. Kellogg
Acting Exec. Director	Senior Personnel Analyst	Senior Personnel Analyst

cc. Walter Booth, Ph.D.
Robert L. Demmons, Fire Chief

HYATT
HOTELS & RESORTS ®

Grand Hyatt San Francisco
On Union Square
345 Stockton Street
San Francisco, CA 94108 U.S.A.

Telephone: 415.398.1234
FAX: 415.392.2536

June 30, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons,

Thank you very much for sending Pierre Francois to participate in the Grand Hyatt San Francisco Health and Wellness Fair 2000 on June 29, 2000. We had over 100 employees who attended the health fair. The event was very successful and it was because of all the involvement by everyone who participated.

We will keep you in mind for future health fairs.

Sincerely,

Nancy K. Lin
Benefits Coordinator

SAN FRANCISCO ART INSTITUTE
800 CHESTNUT STREET
SAN FRANCISCO, CA
94133 415/771-7020

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

July 6, 2000

Chief Demmons,

Just a quick note of congratulations to you and the San Francisco Fire Department on their Neighborhood Emergency Response Training (NERT) Program. Director Patricia Yuen and the training Officers not only imparted valuable information, but also reinforced the confidence and trust we have for the SFFD. The twenty members of our organization that received the NERT Achievement Award are unanimous in their praise for the program. Thank you for aiding us in our preparation for whatever disaster may come our way.

Robert J. Hervatine
Facility Manager

SF
F50
.2
8/10/00

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*
Ted Soulis, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-24

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – August 10, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca

The Secretary noted that Commissioner Ted Soulis had resigned effective July 31, 2000.

Paul J. Tabacco - Acting Chief of Department
Joseph C. Asaro - Deputy Chief, Administration

DOCUMENTS DEPT.
AUG 2 2 2000
SAN FRANCISCO
PUBLIC LIBRARY

Assistant Deputy Chiefs – Staff:

Khairul A. Ali - Management Services
Ray Balzarini - Division of Airports
Joanne Hayes-White - Division of Training
Daniel A. Sullivan - Support Services
Gary P. Massetani - Fire Prevention

Chief Officers – Firefighting Services:

George W. Maloney - Division 1 (Acting)
Joseph J. Mazeau - Division 2 (Acting)
Lorrie Kalos - Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of July 27, 2000.

Commissioner Roeca moved and Vice President Nakajo seconded.

John Darmanin inquired why the *public comment* statement by Jim Connors, that Mr. Darmanin submitted in Mr. Connors' absence, was not attached.

The Secretary responded that public comment is given at a meeting and the subsequent copy of that individual's statement may be attached, at their request, to the minutes. Jim Connors was not present at the meeting and did not speak; therefore there was no public comment by him. His statement is treated as a communication received by the Commission and will be listed as such.

There were no further questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during July 2000.

B. Appointments

Temporary Appointments

Reporting having made 300 temporary appointments July 8 through July 21, 2000.

C. Retirement

Communication received from Retirement Board indicating the following member has retired:

Name	*Rank*	*Type*	*Retirement Date*
Mason, James	H10 Chief's Aide	Service	Jul. 22, 2000

(Retirement Certificate will be presented at Fire Commission meeting of September 27, 2000)

D. Suspension

Reporting suspension of Firefighter Carlos Hoy, Engine 16, for ten work days, July 26/27, 29/30, August 1/2, 4/5, 7/8, 2000, for violation of the Rules and Regulations as follows:

Section 1403 – Response – Firefighters shall respond with their companies
Section 1405 – Work as a company
Section 3905 – Unfamiliarity with rules
Section 3935 – False reports and false testimony

E. Resignation

Submitting resignation of the following:

Probationary H3 Firefighter/Paramedic Caesar K. Souza, effective close of business June 26, 2000. (Resigned with satisfactory services. Started work 01-10-00)

Probationary H2 Firefighter Wayman Duncan, effective close of business July 8, 2000. (Resigned with satisfactory services. Started work 04-17-00)

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 14	99-0-255	06-10-00	730	A	File

Drv: FF/PM Stuart Sprung
Cause: *Misjudged clearance*
While backing up, Medic 14 struck overhanging tree branch

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 3	99-0-256	06-11-00	735	A	File

Drv: FF/PM Andrew Baron
Cause: *Misjudged clearance*
While backing up to transport a patient, Medic 3 scraped a building overhang

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 3	99-0-257	06-12-00	530	A	File

Off: T/Capt. George Ripoll; Drv: FF Andrew Sobozinsky

Cause: *Misjudged clearance*
While parked, open door of Engine 3 struck parked vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 10	99-0-258	06-14-00	613	B	File

Off: T/Capt. Charles Schafer; Drv: FF Erika Hoo; Tlr: FF Stephen Moore
Cause: *Hit and run*
While parked at an incident, Truck 10's rear view mirror was struck by unknown vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 1	99-0-259	06-15-00	513	A	File

Off: Lt. Frederick Walsh; Drv: FF Mark Hayes
Cause: *Misjudged clearance*
Engine 1, while responding to a medical incident, struck mirror of a parked civilian vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 32	99-0-260	06-17-00	584	A	File

Off: Lt. Dennis Zouzounis; Drv: FF Richard Forde
Cause: *Misjudged clearance*
Engine 32, while making a tight right turn, struck a parked vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 42	99-0-261	06-19-00	588	A	File

Off: Lt. Robert Kim; Drv: FF Edward Cummings
Cause: *Misjudged clearance*
While responding to a medical call, Engine 42 struck the side of a gate

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 11	99-0-262	06-21-00	617	A	File

Off: Lt. Thomas Gallegos; Drv: FF Steven Kazarian; Tlr: PX Ketty Fedigan

Cause: *Tiller training*
During tiller training, Truck 11 overcompensated and struck a parked vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
B.F.P.	99-0-263	06-22-00	018	B	Bill

Drv: Insp. Terrence Smith
Cause: *Failure to yield*
Civilian vehicle made a left turn and struck BFP vehicle which was travelling in the opposite direction

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 1	99-0-264	06-22-00	624	B	Bill

Off: Lt. Gary Montague; Drv: FF George Creedon; Tlr: FF Patrick Martinez
Cause: *Failure to yield*
While responding with red lights and siren through an intersection, Truck 1 was struck by a civilian vehicle that had run a red light

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 1	99-0-265	06-23-00	732	B	Bill

Drv: FF/PM Keng Yan Chan
Cause: *Open door*
While returning to quarters, Medic 1 was passing a stopped taxi cab; passenger opened door into lane of traffic and struck Medic 1

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Fire Commission Resolution

Submitted Resolution No. 00-2 denouncing remarks attributed to a Commissioner, which appeared in a newspaper article, and adopting the text of Commission President's letter as the Commission's official statement in response to those remarks.

Commissioner Roeca moved and Vice President Nakajo seconded.

John Darmanin wished to thank Commissioner Norman for her courage in presenting a draft resolution at the July 27th meeting, condemning former Commissioner Ted Soulis' stance and remarks as reported in the July 14, 2000, Matier and Ross column of the Chronicle. Mr. Darmanin also wished to thank the entire Commission for breaking with tradition and appropriately criticizing a fellow Commissioner. Mr. Darmanin believed that everyone has suffered through too much adversity, as well as, enjoyed notable achievements to allow anyone to challenge his or her integrity and honor.

There were no further questions or discussion and Resolution No. 00-2 was adopted.

C. Communications Received by Commission

Eighteen communications were received by the Commission from July 21, 2000 through August 3, 2000.

D. Public Comment

Kinnie Jamerson, Firefighter, stated that he was present at the July 27th Commission meeting, witnessed what had occurred and read the public comment in the minutes. He wished to know what was so different about Commissioner Soulis' comments and those circulated in the firehouses by means of the *Smoke Eaters' Gazette*. Mr. Jamerson believed that there was neither public condemnation of the *Smoke Eaters' Gazette* nor was there any public outrage. He believed the process to be lopsided, and that the *Smoke Eaters' Gazette* had done more to decay morale and disrupt the Department than anything Commissioner Soulis had ever said. The remarks by Commissioner Soulis regarding his IQ or what he did in his off-time did not bother him, but what Mr. Jamerson found disturbing was that the producers of the *Smoke Eaters' Gazette,* functioning in anonymity, could state that blacks, minorities and women do not deserve to be firefighters. He wished that the department and the Commission had shown as much outrage for the *Smoke Eaters' Gazette* as they did for remarks appearing in a column by Matier and Ross.

President Roff responded that this matter had been before the Commission several times, and both the Commission and members of the Department, as well as senior staff, have been highly condemnatory of the *Smoke Eaters' Gazette*. The publication has been denounced and every effort has been made to find the anonymous culprits.

John Darmanin noted that he rarely had the opportunity to defend the Fire Commission but in this instance the Commission had clearly spoken out against the *Smoke Eaters' Gazette*. The Commission held a hearing at which the representatives from the Black Firefighters Association and Local 798 strongly denounced the publication. Mr. Darmanin stated that he himself spoke out against it and he wanted to offer Mr. Jamerson videotape of that hearing and, also, direct him to the past minutes of the Commission wherein the outrage at this publication was clearly documented.

Commissioner Roeca reiterated that if that garbage, i.e., the *Smoke Eaters' Gazette,* is being distributed and is infecting the firehouses, the Commission wants to know about it and wants it brought to the Commission. He found it upsetting to both himself and the Commission that it is again insinuating itself throughout the firehouses even though the Commission took a very strong stance against it. Commissioner Roeca requested that it be reported immediately to the Commission as soon as a new issue appeared.

John Darmanin wished the Commission to recognize any firefighter that died in the line of duty in the United States. Mr. Darmanin believed that all firefighters are doing the same work but in different locations and, except for fate, death can occur anywhere at any time. Mr. Darmanin wished it included in the minutes.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, tried to emphasize how damaging the *Smoke Eaters' Gazette* had been and that, hopefully, it has not cast a bad light on all the people who are trying to protect the citizens and property of this city. Mr. Pruitt believed that there are some individuals who still have not resolved racial and gender issues for themselves, and may never do so; other individuals have placed their own personal interests before those which are best for their fellow brothers and sisters.

Mr. Pruitt commended Chief Demmons for the bold moves he had made trying to change the face of the Department and hoped that whoever would be selected as Chief of Department would have the courage and vision to keep this department open to all members. Mr. Pruitt wished to explain that whenever the topic of diversity is discussed by the Black Firefighters Association it does not mean placing blacks, women, Hispanics or Asians in power in the department - it means equal representation by all members, all races, all genders. He believed that perhaps it should be incumbent on the Black Firefighters Association to make the rest of the department understand the type of outrage that everyone felt at Commissioner Soulis' comments, should also be felt by everyone whenever a copy of the *Smoke Eaters' Gazette* is published. Mr. Pruitt hoped that the next Chief would have an open mind and keep the department moving forward, and make his or her decisions with the thought in mind of what is best for the members of the department and the citizens of this city.

President Roff expressed the hope that all members of the department would pull together, continue to make progress and continue to keep the department open to all persons, women and minorities. He emphasized that this was the commitment of this Commission and of this city, and certainly of this department. President Roff denounced the *Smoke Eaters' Gazette* and the divisiveness it created and stated that the department, with the assistance of the Commission, will take every step possible to eliminate it. He reiterated Mr. Pruitt's statement that all members of the department need to work together and cooperate to eliminate any prejudice or bias that may exist.

President Roff adjourned the meeting in recognition of firefighters across the nation who may have lost their lives in the line of duty and, especially, in memory of Firefighter Philip Conner who was working with the National Park Service in fighting wildland fires and was killed in a helicopter crash.

5. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:30 p.m.

Tania Bauer
Secretary

Public Comment – August 10, 2000, Regular Commission Meeting
John Darmanin

I want to personally thank Commissioner Norman for the courage and character to present a draft resolution condemning former Fire Commissioner Soulis' insults and remarks that were reported in the July 14, 2000, edition of the *Chronicle*.

I would also like to thank the entire Commission for breaking tradition to appropriately criticize a fellow Commissioner.

We have all suffered through too much adversity as well as enjoyed some notable accomplishments in our history to allow anyone to challenge our integrity and honor.

Respectfully submitted,

John Darmanin

Public Comment Statement – **This summary statement is provided by the speaker and is neither generated by, nor are its contents subject to approval by, the Fire Commission**

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

SAN FRANCISCO FIRE COMMISSION

RESOLUTION 00 - 2

WHEREAS, a recent newspaper article attributed insulting and derogatory remarks about San Francisco firefighters to a member of the San Francisco Fire Commission, and;

WHEREAS, upon publication of the newspaper article the President of the San Francisco Fire Commission issued an immediate denunciation of the remarks in a letter, and;

WHEREAS, the President's letter states that the remarks attributed to one Commissioner are unfounded and unjust insults which do not represent the views of the San Francisco Fire Commission, and;

WHEREAS, the San Francisco Fire Commission wishes to join in the President's letter and denounces the newspaper remarks in the strongest possible terms; now therefore, be it

RESOLVED, that the San Francisco Fire Commission hereby honors and acknowledges the men and women of the San Francisco Fire Department for their intelligence, integrity, and devotion to duty during a time of great change in both this Fire Department and the Fire Service nationwide; and be it

FURTHER RESOLVED, that the San Francisco Fire Commission hereby adopts the text of the President's July 14, 2000 letter, attached hereto, as the official statement of this Commission in response to the remarks attributed to one Commissioner in the July 14, 2000 edition of the San Francisco Chronicle.

Adopted at the regular meeting of the San Francisco Fire Commission on August 10, 2000

Ayes: Roff, Nakajo and Roeca
Nays: None
Absent: Norman

T. B

Tania Bauer, Commission Secretary

H:\Fire Commission Resolutions\Res 00-2 Denouncing Matier Ross statements.doc

University of California
San Francisco

UCSF

Surgery Faculty Practice

San Francisco General Hospital
Box 0807
San Francisco, CA 94143-0807
tel 415/206-8814
fax 415/206-5484

July 19, 2000

Robert L. Demmons
Chief of Department
San Francisco Fire Department
698 Second Street, Room 224
San Francisco, CA 94107

Dear Chief Demmons:

On April 13, 2000, San Francisco Fire Department EMS personnel responded to the Ferry Building in San Francisco. Upon arrival firefighter/EMT's from Engine 35, and paramedics from Medic 35, as well as Paramedic Rescue Captain George Cerna, encountered a 50-year-old female who had been struck by a bicycle while crossing the street. The patient was found unconscious and unresponsive and had evidence of a life-threatening brain injury. Because of the swift and expert actions of the firefighter/EMT's, paramedics, and Rescue Captain, the patient survived and is now recovering at home with her family.

As a result of our QA process, we wish to commend our San Francisco Fire Department EMS personnel, and specifically Captain Cerna, for the exemplary lifesaving techniques they provided for the well being of this patient. They set an example for the superior care that is provided in this city, and I hope you will pass along our thanks as well as the gratitude of this family to all Fire Department personnel involved in saving this patient's life.

Sincerely,

Robert C. Mackersie, M.D.
Professor of Surgery
University of California, San Francisco
Director of Trauma Services
San Francisco General Hospital

cc: Marshal Isaacs, M.D., EMS Medical Director
Richard Shortall, EMS Chief
Fire Commission
Mitch Katz, M.D., Director of Health
John Brown, M.D., Medical Director, DPH EMS Section

RCM/ab

Center for Children and Families

July 20, 2000

Robert L. Demmons
Chief of Department
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Demmons:

On behalf of our grandparents/relative caregivers of San Francisco, we wish to thank you for providing a member of your department to present a complete and comprehensive workshop on Fire & Home Safety.

Your officer was very knowledgeable and spent a great deal of time answering individual questions. His presentation was excellent!

Respectfully,

Anissa Williams

Anissa Williams
Program Director
Grandparents Who Care

1 Rhode Island ■ San Francisco, CA 94103 ■ Tel 415.865.3000 ■ Fax 415. 865.3099

Law Offices of
EDWARD E. ROCKMAN
1900-2000 Alameda de las Pulgas, Suite 154
San Mateo, California 94403

Edward E. Rockman
James R. Kauffman
Philip A. Pereira

Telephone
(650) 572-4222
Facsimile
(650) 574-0709

July 14, 2000

Ms. Lorrie Kalos
Supervisor, Records Department
San Francisco Fire Department
698 - 2nd Street, Suite 131
San Francisco, CA 94107

Dear Ms. Kalos:

The purpose of this letter is simply to commend "Anna" of your department for the excellent customer service she provided to me. I called her once to have some of the codes on a report explained to me. She was very prompt in returning my call and very courteous in dealing with me. A poor telephone connection required several repetitions of the information.

A few days letter I called again. The report I had called about involved a "rekindle" and I was trying to find the report of the original fire. I had been advised by an outside person that no other report existed. Anna found that the related report was not listed in her computer and she offered to manually search the handwritten books for it. (Although we did not have a report number we did have know the date within a day.) Anna found the number of the report, promptly called me back, and advised me as to how to contact the investigative unit where the actual report is apparently lodged.

Part of my job involves obtaining information from various sources. Although I usually find fire and police department employees to be very helpful and very pleasant, Anna stands out even among the best. Her patience is enormous.

Very truly yours,

Barbara Brodie
Paralegal

JRK:bb

DISCOVERY SHOPS

QUALITY RESALE for Hope. Progress. Answers.

July 25,2000

Chief Robert Demmons
698-2nd Street
San Francisco,California

We, The American Cancer Society Discovery Shop want to Thank You for your co-operation in allowing us to have Lieutenant Fernando Juarez of the S.F Fire Department attend our Shop meeting on July 18th. He was so informative regarding Safety issues both for the shop and our homes. He gave an excellent presentation and is so nice. I hope to have him come to some of our other shops as well.

Thank you again.

Sincerely,
Beverly Konkoff
Area Manager

300A West Portal Avenue • San Francisco, CA 94127
Phone: (415) 682-8053 • Fax: (415) 682-8853

AMERICAN CANCER SOCIETY

Dianne Featherston
8 Harbor Point Drive (Apt. 201)
Mill Valley, California 94941

San Francisco Fire Chief
Headquarters
San Francisco Fire Department
698 2nd Street
San Francisco, California 94107

Dear Sir,

On July 12,2000, I was working as a per diem Registered Nurse at the Moscone Center. At that time I was privileged to meet two very outstanding paramedics, when they were responding to a medical emergency. The names of these two fine gentlemen are: ***Mr. Hall and Mr. Rueppel.*** *They were extremely resourceful and conscientious. They were very professional and skillful, and demonstrated excellent judgment under stressful circumstances. What also impressed me was the kindness and compassion they showed, and their eagerness to help the poor lady who was under such stress.* ***You should be very proud of these two young men.***

Very Sincerely,

Dianne Featherston

Dianne Featherston

July 21, 2000

San Francisco Fire Dept.
Chief of Medical Services
Richard Shorthall
P.O. Box 29176
San Francisco, CA 94129

Dear Chief Shorthall

My name is Deana Igelsrud and I was picked up on June 5, 2000 at the Embarcadero Center around 12:30 pm. I was told you are the person who can help me get the two enclosed thank you cards to EMT / Firemen M. Gordon & J. Spalka. Both men were very kind and professional and played an important part in making sure I received the best care possible.

What your division does is so very important and I wanted to make sure they know just how much they are appreciated in our community.

Kindest Regards,

Deana Igelsrud

Deana Igelsrud
Production Design / Set Decoration
2430 Lake Street, #3
San Francisco, CA 94121
(415) 387-5511(Hm)
(415) 253-0331 (Pg)
igelsrud@hotmail.com

1500 Ortega St.
San Francisco CA 94122

July 20, 2000

Dear Chief Damrosch,

As a recent "graduate" of a NERT training session, I write to tell you how much I appreciate the knowledge given to all of us by the instructors. We are much more capable than we think ourselves to be, and the class teachers instilled that in us as well. An excellent course, well received, but more are needed — Sunset Parkside is a BIG area! Keep up the good work.

Sincerely,
Elizabeth Patterson
EGGCEZ (RT Class)

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21/00
Special

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Monday, August 21, 2000 – 1:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL,** the following were noted present:

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Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca (present at 1:15 p.m.)
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

President Hadley R. Roff was excused due to illness.

2. **CLOSED SESSION** (Continued from the meeting of 7/27/00)

Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

1. Commissioner Roeca moved for closed session and Commissioner del Portillo seconded.

2. Public Comment on all matters pertaining to closed session.

   John Darmanin asked the Commission to make the nomination process short, since he had a lawsuit pending against the Department and the Court had ordered a meeting of all parties with the Chief of Department. Mr. Darmanin stated that this meeting had been put off, at the advice of the City Attorney, until a new Chief had been named.

   The Commission went into closed session at 1:20 p.m.

3. The Commission reconvened in open session at 3:05 p.m. Commissioner Roeca moved and Commissioner Nakajo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

There being no further business, the Special Meeting was adjourned at 3:10 p.m.

Tania Bauer
Commission Secretary

No. 00-25

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Thursday, August 24, 2000 – 4:30 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

Also present were counsel for the San Francisco Fire Commission, Deputy City Attorney Marie Corlett Blits and Battalion Chief Audry Lee. No appearances by counsel for the San Francisco Fire Department, Deputy City Attorney Pamela Thompson or counsel for Battalion Chief Audry Lee, Michael Harris, were required.

Acting Chief of Department Paul J. Tabacco was excused.

2. **CONSIDERATION OF BATTALION CHIEF LEE'S MOTION FOR RECONSIDERATION AND CONSIDERATION OF PROPOSED FINDINGS OF FACT, INCLUDING POSSIBLE COMMISSION DELIBERATIONS** (Continued from Meetings of 12/16/99, 1/13/00, 3/21/00, 4/12/00, 5/3/00 and 7/13/00).

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 9, 1999, against Battalion Chief Audrey Lee for violation of the Rules and Regulations as follows:

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PUBLIC LIBRARY

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

A. Consideration of Battalion Chief Lee's Motion for Reconsideration, including possible Commission Deliberations

This portion of the meeting, and any possible Commission Deliberations, may be held in Closed Session pursuant to Government Code Section 54957.

1. **Vote on whether to hold Closed Session**

   Commissioner Norman moved for Closed Session and Commissioner Roeca seconded.

   Commissioner Norman withdrew the previous motion at the recommendation of Deputy City Attorney Marie Blits since both Items A and B should be considered in closed session.

   Commissioner Roeca moved that Item A, previously read into the record, and Item B be considered in closed session. Commissioner Nakajo seconded. The motion was unanimously approved

2. **Public Comment on All Matters Pertaining to Closed Session**

   John Darmanin wished clarification on how the Commission calculated suspension. He noted that in the past when 30 or 60 days were prescribed, it had been calculated as calendar days. He offered assistance to the Commission in this area. Additionally, Mr. Darmanin informed the Commission that he himself, and many firefighters and officers, believed that Battalion Chief Audry Lee should not have been subjected to disciplinary action since there were too many extenuating circumstances involved in that incident.

   The Commission went into closed session at 4:20 p.m. and

3. **Reconvene in Open Session**

   The Commission reconvened in open session at 5:10 p.m.

   a. ***Possible report on action taken in Closed Session, pursuant to Government Code Section 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).***

      Commissioner Roff moved to disclose the action taken in closed session and Commissioner Nakajo seconded. The motion was unanimously approved. Commissioner Roeca, serving as President pro tem, made the report.

      The Commission determined that the *Motion for Reconsideration* was in order and reconsideration was given.

      Regarding the *Findings of Fact*, the Commission has determined to reverse its prior findings with respect to violations 1, 4 and 10, which involved *the creation of a policy that allowed members to work fewer hours than required*. The Commission determined that the term *"creation"* was ambiguous and that the charge could not be sustained given all the facts, and, therefore, dismissed those charges.

      The remaining violations, 2, 3, 5, 6, 7, 8 and 9, remain as previously determined. The Commission decided to uphold the penalty on the basis that given the gravity of the violations, the penalty of 60 days (calendar) suspension is appropriate.

The Commission considered the *Proposed Findings of Fact* and adopted the following:

General Findings: 1 – 7 were adopted.

Violation #1: Dismissed.

Violation #2: Findings 20 – 47 were adopted, noting that item 31 was disputed and not resolved by the parties. The Commission has adopted the department's position as set forth in item 31.

Violation #3: Findings 48 and 49 were adopted.

Violation #4: Dismissed.

Violation #5: Findings 52 – 59 were adopted.

Violation #6: Findings 60 – 66 were adopted. The Commission amended item 64 to read as follows: Battalion Chief Lee refused to comply with ADC Kalos' directive not to tape-record their meeting on February 18, 1999.

Violation #7: Findings 67 – 72 were adopted. The Commission has adopted the department's position as set forth in item 70.

Violation #8: Findings 73 – 75 were adopted.

Violation #9: Findings 76 – 78 were adopted. The Commission amended item 78, a disputed finding, to read as follows: By refusing to comply with ADC Kalos' directive not to record – not to tape-record the meeting on February 18, 1999 – BC Lee was insubordinate and in violation of Section 3924.

Violation #10: Dismissed

Commissioner Roff moved to adopt the *Findings of Fact* and the Motion for Reconsideration. Commissioner Norman seconded. The motion was unanimously approved, with Commissioner del Portillo abstaining.

Commissioner Roff moved not to disclose any discussion held in closed session. Commissioner Norman seconded. The motion was unanimously approved, with Commissioner del Portillo abstaining.

3. ADJOURNMENT

Prior to adjournment, John Darmanin wished a clarification as to the violations cited by number. Commissioner Roeca responded that the charges were outlined in *the Findings of Fact* and made part of the public record. Mr. Darmanin wondered if he could obtain a copy of this document and Commissioner Roeca responded in the affirmative.

(Note: The Findings of Fact and the transcript of the hearing may be obtained from the Secretary by request)

There being no further business, the Special Meeting was adjourned at 5:25 p.m.

Tania Bauer
Secretary

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4/00
special

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Thursday, August 24, 2000 – 5:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

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1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

2. **CLOSED SESSION** (Continued from meetings of 7/27/00 and 8/21/00)

   Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

   1. Commissioner Roeca moved for closed session and Commissioner del Portillo seconded.

   2. Public Comment on all matters pertaining to closed session.

      John Darmanin stated that it was important for the nomination process to move quickly, not only for the good of the department but also because he is personally being affected by it. The resolution of his four-year old lawsuit is being held up because a court order to meet with the Chief of Department is being delayed, at the advice of the City Attorney's Office, until there is a permanent Chief of Department.

      The Commission went into closed session at 5:30 p.m.

   3. The Commission reconvened in open session at 6:00 p.m. Commissioner Roeca moved and Commissioner Nakajo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

   There being no further business, the Special Meeting was adjourned at 6:05 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

4/00

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-27

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – August 24, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Pat Norman
Commissioner Carlota del Portillo

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Paul J. Tabacco	- Acting Chief of Department
Bernie F. Lee	- Deputy Chief, Operations (Acting)
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services
Daniel A. Sullivan	- Support Services

Chief Officers – Firefighting Services:

Johnny R. Lo	- Division 1
Richard D. Bracco	- Division 2 (Acting)
Arthur W. Kenney	- Division 3

President Roff wished to welcome Carlota del Portillo to the Commission. He noted that Commissioner del Portillo was one of the most outstanding public servants in this city, having served on the Civil Service Commission and presided over the Board of Education. Currently, Commissioner del Portillo is a senior administrator for City College.

Commissioner del Portillo thanked President Roff and stated that it was a pleasure to be serving on the Commission. She informed the Commission, and the audience, that she was Dean of the Mission Campus of City College. Furthermore, she noted that she was accessible, a good listener and a good follower of rules, which Civil Service had taught her. Commissioner del Portillo looked forward to working with everyone as long as her term lasted.

President Roff observed that during transition periods, such as the Department is currently undergoing, anxiety and rumors may arise. He stated that contrary to rumor mongers and Chronicle editorials, the commitment of the Commission and the Department remains steadfast and unalterable to diversity throughout the ranks. He declared that San Francisco is a city of great diversity and that the Department must be representative of its unique character. President Roff wished to reiterate that there will be no turning back, no retreat, no slacking in the effort to assure opportunity and justice for all men and women in the Department. He stated that the commitment of the Commission is unequivocal and uncompromising and the Department's Mission Statement is clear and as strong as ever to *provide a work environment that values cultural diversity and is free of harassment and discrimination.* He requested Acting Chief Tabacco to introduce his command staff since some of the new faces may not be familiar to everyone, especially Commissioner del Portillo.

Acting Chief Tabacco introduced the following: Bernie Lee, Deputy Chief of Operations and Joe Asaro, Deputy Chief of Administration; Dan Sullivan, Assistant Deputy Chief of Support Services and Khai Ali, Assistant Deputy Chief of Management Services; in Suppression – Art Kenney, Assistant Chief, Division 3, Johnny Lo, Assistant Deputy Chief and Commander, Division 1 and Rich Bracco, Assistant Deputy Chief, Division 2. Acting Chief Tabacco also wished to point out some key civilian staff, namely, Deb Ward, Chief Financial Officer, and Binnie Singh, Human Resources Director.

2. APPROVAL OF THE MINUTES

Regular Meeting of August 10, 2000.

Commissioner Roeca moved and Commissioner Norman seconded.

The Secretary wished to correct the minutes of August 10, 2000, to reflect that Commissioner Pat Norman was not present and was excused for vacation.

The Secretary also wished to correct Item 3.B. on the Consent Calendar of the agenda. It incorrectly stated that the H3 Firefighter/Paramedic appointments listed were permanent exempt appointments. These appointments should be listed as *permanent probationary.*

There were no further questions or discussion and the minutes were approved as corrected.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through G, with the exception of H) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. At the request of John Darmanin, Item H was removed from the Consent Calendar.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during July 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during July 2000.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, June 10 through June 23, 2000; June 24 through July 7, 2000; and July 8 through July 21, 2000.

B. Appointments

Reporting the following PERMANENT EXEMPT appointment effective *July 24, 2000*:

H51 Assistant Deputy Chief II

Khairul A. Ali (vice: Daniel Barden, retired, H50 TX'd to H51)

Reporting the following PROBATIONARY appointments effective *August 1, 2000*:

H3 Firefighter/Paramedic

David Andersen
Stuart Beach
James Beem
Kevin Boone
Scott Bovard
Melany Brandon
Ray Crawford
John Drake
Benjamin Franks
Glenn Frey
Al Garza
Peter Green
Peter Gross
Steven Hardcastle
Nicholas Holl
Timothy Howe
Paul Jug
James Keck
Robert Kuzma
Christopher Madsen
Bernard Maguire
Ramon Mahan
Michael Moura
Larry Para
Robert Payne
Salvatore Taormina
Joaquin Villareal
Richard Wendland

(Note: The above 28 H3 Firefighter/Paramedics are appointed vice self. They are currently H1 Fire Rescue Paramedics)

Reporting the following PROBATIONARY appointment effective *August 1, 2000*:

H3 Firefighter/Paramedic

Elisabeth Jensen (vice: self, from H2 to H3)

Reporting the following PROBATIONARY appointments effective *August 7, 2000*:

H2 Firefighter

Stephen Finnegan
Harry Higgins
Michael Horta
John Kositzin
Lester Lesavoy
Robert Lopez
Kendrick Low
George Lysenko
John Maguire
Gavin McGoldrick
Steve Muller
Mark O'Hara
Gideon Price
Lorge Quant
Chris Ray-Rohan
Claudio Rivieccio
John Rogers
Leonor Saldana
Michael Shanley
Kevin Shea

Emil Cuan	Alan Camarillo
Rick Figari	Carla Cirelli
Benny Fong	Michael Coleman
Robert Kishi	Gregory Collaco
Octavio Leonardo	Julio Delucchi
Daniel Lui	Mariano Elias, Jr.
Robert Milici	Darrell Stone
Christopher Spear	David Stratta
Michael Tin	Joseph Viglizzo
Bruno Walther	Lamar Walent
Chuck Watanabe	Steven Williams
Martin Beltran	Jason Woo
Conrad Benitez	Mark Zhang
Douglas Calderon	Julio Escobar

(Note: The above 48 H2 Firefighters are appointed vice Attrition Savings)

Temporary Appointments

Reporting having made 283 temporary appointments July 22 through August 4, 2000.

C. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Donnelly, Mark E-9	H30 Capt.	08-23-00 thru 09-01-00	8	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Simon, Ramon Sgt E-5	H2 FF	08-06-00	1	US Army Res. Oakland, CA	Attend Active Duty Training

D. Resignation

Submitting resignation of the following:

0114 Board/Commission Member Ted N. Soulis, effective close of business July 31, 2000.

7514 General Laborer Kinsey Brennan, effective close of business August 9, 2000. (Resigned in order to accept Permanent 2903 position at Human Services Department. Approximate length of service – 11 years.)

E. Separation

Reporting automatic resignation of the following:

H2 Firefighter Douglas Dryden, effective August 11, 2000. (Approximate length of service – 21 years.)

H2 Firefighter Timothy Ware, effective August 11, 2000. (Approximate length of service – 3 years.)

F. Death

Reporting, with regret, the death of 7388 Utility Plumber Dennis Murphy who died of illness on August 13, 2000.

G. Leave of Absence

Submitting request for leave of absence with pay for Dorothy Teupel, Supervisor of the Clothing Depot, for one day, August 25, 2000, in order to attend the 2000 Fire-Rescue International Conference in Dallas, Texas . Estimated cost is $800, and is included in the training budget. Ms. Teupel will not be replaced.

H. Accidents (Removed from Consent Calendar)

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
AWSS	99-0-266	06-09-00	963	A	File

Drv: Utility Plumber Amano Johnson
Cause: *Driver Inattention*
While coming to a stop, AWSS vehicle rear ended a civilian vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 19	99-0-267	06-20-00	612	A	File

Off: Lt. Anesto Estrella; Drv: FF Ferdinand Meneses; Tlr: FF James Kotter
Cause: *Misjudged clearance (tiller)*
While exiting from parking lot, rear of Truck 19 struck a sign

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 5	99-0-268	06-29-00	716	C	File

Drv: FF/PM Garreth Miller
Cause: *Driver Inattention*
While changing lanes, Medic 5 scraped the side of an adjacent civilian vehicle

- - - - - - - - - - - - - -

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 40	00-1-001	07-02-00	507	B	Bill

Off: Capt. Khairul Ali; Drv: FF Carisa O'Kelly

Cause: *Misjudged clearance by civilian vehicle*
While pulling away from the curb, Engine 40 was struck by a civilian vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 14	00-1-002	07-03-00	528	A	File

Off: T/Capt. Harry Pinkard; Drv: Jason Wong
Cause: *Open door*
Engine 14 was stopped; FF Williams opened driver's side rear door to exit and was struck by a civilian vehicle

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Medic 1	00-1-003	07-03-00	732	B	File

Drv: FF/PM John Graf
Cause: *Hit and run*
Medic 1, while backing into quarters, was struck by a vehicle that left the scene

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Engine 37	00-1-004	07-03-00	596	A	File

Off: Lt. Darryl Hunter; Drv: FF Ricky Yee
Cause: *Misjudged clearance*
While backing up, Engine 37 struck a parked vehicle; spotters were posted

Apparatus	*Accident Number*	*Date*	*Serial Number*	*Category*	*Recommendation*
Truck 17	00-1-005	07-04-00	616	A	File

Off: Lt. Kevin Smith; Drv: FF Dominic Bordachar; Tlr: FF Warren House
Cause: *Misjudged clearance (tiller)*
While negotiating tight turn, Truck 17 struck a double parked vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.
Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.
Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and Items A through F with the exception of Item H on the Consent Calendar were approved or ordered filed as appropriate.

H. Accidents (Item Removed)

John Darmanin wished Item H removed from the Consent Calendar and addressed separately.

Commissioner del Portillo moved and Commissioner Roeca seconded.

John Darmanin, Firefighter, wished to address the issue of driver training. As a member of the Department's Accident Review Committee, Mr. Darmanin reviews numerous accidents, many of which could have been avoided through better awareness and specific training. He proposed that a previously submitted proposal for a driver training program be reactivated and, given that there is funding, implemented. Mr. Darmanin believes that such a program would be effective in reducing the number of accidents involving department personnel and equipment.

There were no further questions or discussion and Item H was unanimously approved.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for July 2000.

Commissioner Roeca moved and Commissioner del Portillo seconded.

President Roff asked Acting Chief Tabacco to inform the Commission on some current issues and activities in the Department.

Chief Tabacco re-affirmed the previously announced appointment of Bernie Lee as Deputy Chief of Operations. Furthermore, another item of importance, was the implementation of ALS (Advanced Life Support) engine companies, hopefully, within the next 30 days. Chief Tabacco has been considering the possibility of promotional examinations since there are no active lists for any ranks, including entry. He has met with Dr. Outz on the subject and is hopeful that the process of the Officer Candidate Program can be incorporated into the promotional exams.

In addition, Chief Tabacco stated that the battalion-based training program has commenced as of July 1, 2000, whereby a battalion of companies is taken out of service at one time and given the opportunity to participate in the evaluation and training process at the same time. Furthermore, the hands-on training at Treasure Island fire simulator program has been a great success. A number of individual battalion chiefs and assistant chiefs have assisted in developing different lesson plans, for example, Chief Quartaroli solicited the assistance of BART personnel for underground transit drills given to companies on twice-a-day basis over 15 days. Chief Tabacco pointed out that Assistant Chief Bracco, who gained experience at the National Fire Academy in disaster operations, would be developing a component in this area for future drills. In conclusion, Chief Tabacco stated that to date the multiple subject training has been successful and hoped that the Department can maintain the targeted battalion group training in order to get everyone on the same level.

President Roff pointed out that this type of rigorous in-service training keeps each individual, whether firefighter or paramedic, current with the latest techniques and strategies. He thanked Chief Tabacco for informing the Commission on the various on-going efforts in the Department.

Commissioner del Portillo inquired about testing and the selection process used in the Department and wished to be updated on the subject. Chief Tabacco responded that examinations had not been given for some time but that the Department was currently working with the Police Department on the method that was used to hold examinations after the Police Department emerged from the Consent Decree. He stated that he would further brief Commissioner del Portillo at her convenience.

Commissioner Norman inquired about the request from ADC Sullivan for reserve funds from the Finance and Labor Committee for the AWSS (Auxiliary Water Supply System). Chief Tabacco asked ADC Sullivan to respond. Chief Sullivan explained that $21,000 had been appropriated to complete the necessary long-standing repairs. The total cost of the project was $122,398 but the extra $21,000 was needed to complete it. The Department worked in concert with the Department of Public Works (DPW) and the Water Department.

Commissioner Norman questioned the quality of the work performed by the Department of Public Works on firehouse repairs. Chief Sullivan responded that the Department is in the process of reviewing its relationship with DPW and renegotiating certain work orders, such as the janitorial services, where a $25,000 savings was realized which will be used for various repairs to Department buildings. Captain Tony Avalos, Support Services, had started this process and now Captain James Lee, who possesses a General Contractor's license, has taken over and will continue the closer oversight. Chief Sullivan believed that by assuming fiscal responsibility for the work to be performed and adhering to sound business practices, the Department would be able to obtain more funding to better maintain the firehouses.

Furthermore, the Department has negotiated with DTIS (Department of Telecommunication and Information Services) regarding a partial return of $600,000 to $900,000 from its $4 million work order. With these funds, the Department plans to hire in-house programmers to customize the software applications of the new computer system in the areas of assignments, payroll, personnel and training.

Commissioner del Portillo added that it was customary for the 52 City departments to buy services from the Department of Public Works even though it was not the most competitive method. It would seem best to go for an outside bid when a solid plan was in place for the work to be performed and use DPW when a small job needed to be done quickly. Commissioner Norman added that in her experience not much had changed in the past 30 years in the way DPW works. She was hopeful that the *partnership* approach suggested by Chief Sullivan for certain upcoming projects, such as Station 1, would benefit everyone concerned.

President Roff thanked both Chief Tabacco and Chief Sullivan for the previous discussion on the status of major issues in the Department.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Communications Received by Commission

Nine communications were received by the Commission from August 4, 2000 through August 17, 2000.

D. Public Comment

John Darmanin wished to reiterate the importance of expediting the process of selecting a Chief of Department since he is personally affected because of the delay in implementing a court order. His lawyer was advised by Deputy City Attorney John Cooper, that any discussions would have to wait until a permanent Chief of Department is appointed. Mr. Darmanin believed Acting Chief Tabacco could interpret the court order and should meet and confer with himself and his lawyer. President Roff stated that he understood his concern over a timely search for a permanent Chief of Department but that his legal matter was not an issue before the Commission.

Mr. Darmanin wished to reiterate that the recently released vacancy list would no longer require officers for rescue companies to be water rescue certified. He believes this to be a safety issue and dangerous. To date, there has not been a response from the Department to Local 798's meet and confer request on the subject.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, welcomed Commissioner del Portillo to the Fire Commission. He stated that he appreciated the President Roff's comments regarding the Commission's commitment to the progress that has been made in the Department over the past ten years. Mr. Pruitt hoped that there would be further clarification forthcoming regarding the examination process that Chief Tabacco had mentioned. He noted that there was considerable confusion in the field regarding which testing process would be used and that the members of the Department would appreciate clarification on this subject as soon as possible.

5. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:20 p.m.

Tania Bauer
Secretary

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

July 27, 2000

Chief Robert L. Demmons
San Francisco Fire Department
698 – 2nd Street
San Francisco, California 94107

Dear Chief Demmons,

I am writing this letter in recognition of the rescue attempt by members of your command, the Search and Rescue Unit, which occurred on June 5, 2000.

Firefighters Bokura, Laease, Lee, and Rustia placed their own personal safety on the line with the single intent of rescuing a child's life who had disappeared under the San Francisco Bay waters. The child was located and quickly handed-up to awaiting paramedics. Unfortunately, they were not able to revive the child. Their dedication and team performance made it possible to locate the child's body and allowed closure to this tragic incident.

They should be commended for a job well done.

A copy of the enclosed memorandum and police report completed by Lieutenant Michael Stasko of the Bayview Police Station be review by each firefighter and then placed in their personnel files.

Sincerely,

FRED H. LAU
Chief of Police

/Enclosure

ABC Preschool

日英バイリンガル・スクール

A Japanese Bilingual and Bicultural Preschool

Robert Demmons
698 2nd street
S. F. Ca. 94107

July 29, 2000

Dear Chief Robert Demmons

On Monday, July 29, the ABC Preschool children, Pine After School students and Chibi chan school students had a wonderful time with captain Dan Fulmer and fire fighters Meibeck Chung, Kaiser Lam, and Ruben Herrera. They showed us the fire engine Co. 14 and let us ride the fire engine.

The children learned about smoke detectors, and how or when we call 911, even if the children do not know their address. They also observed five fire fighters demonstrate how to react if they caught fire.

They gave the children plastic fire fighters hats, coloring books, crayons and sticker badges.

It was a windy and cold day, but the children really liked it. Thank you again.

Sincerely,

Ayako Hanaoka

Ayako Hanaoka
Director, ABC Preschool

426 Thirty-Third Avenue, San Francisco, CA 94121
Tel: (415) 387-9111 Fax: (415) 387-1801 www.citysearch.com/sfo/abcpreschool

FAMILY VIOLENCE PREVENTION FUND

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airperson
Wolf
Professor
Nursing
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08/01/00

Chief Robert Dennon
698 2nd Street
San Francisco, CA 94107

Dear Chief Dennon :

We are delighted that Lt. Fernando Juarez from your Office of Community Affairs could come visit us last week. His inspection of our work site, and his informative presentation to our entire staff was potentially lifesaving. As our name suggests, we have a strong commitment to "prevention" here at the Family Violence Prevention Fund. The kind of service you and Lt. Juarez provide is a good example of that approach, stopping emergency situations from occurring in the first place, and handling those that do occur in such a way as to prevent escalation and injury. We feel safer, and are in fact better prepared in the event of an emergency, thanks to your department and the work of Lt. Juarez. Thank you!

Sincerely,

Guadalupe R. Ceja "Lupe"
Operations

383 Rhode Island Street, Suite 304 San Francisco, CA 94103-5133 *web site:* http://www.fvpf.org/ *email:* fund@fvpf.org
Tel: 415 . 252 . 8900 *Fax:* 415 . 252 . 8991 *Publications Orders:* 415 . 252 . 8089

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San Francisco
Fire Commission

August 7, 2000

Mr. Hadley Roff
Fire Commission
698 - 2nd Street
San Francisco, CA. 94107

Dear Hadley:

On Friday, July 28th at 4:15PM I was unfortunate to have a fire in my rear cottage.

Units from 12th Avenue and 26th Avenue responded and unfortunately I don't have the names of the men but I want to compliment them on their fast response and quick action.

At your convenience I would appreciate it if you would pass on my thanks to these two units as they did an outstanding job.

Thanks again for heading a great department.

Very truly yours,

Frank J. Schlessinger

FJS:rn

Engine 14	Truck 14	Engine 31
Lt. Thomas Doudiet	T/Capt. Robert Molinari	Lt. John Vander Vennet
FF George Nonomura	FF Jesse Bautista	FF Allen K. Wong
FF Jack Chow	FF Tyson Yee	FF Megan O'Connell
FF Sabine Balden	FF John Darmanin	FF Carl Jepsen
	FF Francis Steil	

Alisa Ann Ruch
Burn Foundation

FEDERAL TAX ID# VZ 23-7162017

RECEIVED
AUG 0 9 2000
San Francisco
Fire Commission

August 3, 2000

Daniel Sullivan
Assistant Deputy Chief
San Francisco Fire Department
698 Second Street Room 306
San Francisco, Ca. 94107-2015

Dear Chief Sullivan,

The World Burn Congress is now over and I want to express the gratitude of the Alisa Ann Ruch Burn Foundation and The Phoenix Society for Burn Survivors for your help and participation in WBC SF 2000. The feedback from the burn survivors, medical professionals, caregivers, and firefighters who attended the conference has been overwhelmingly positive. Many of the people who have attended other World Burn Congresses expressed to me that this one was definitely the best. The power and caring that is felt when people come together from all over the world to share and learn together can not be properly described – but it definitely can be felt. Thank you for helping make this powerful healing possible.

Chief Sullivan your speech was so wonderful and real. Many people came up to me later and said that you and your stories of growing up and being mentored by a firefighter moved them. Many of these survivors also look up to firefighters for mentoring.

The Mayor's speech was a big hit too and I want to thank you for making that connection and getting him there.

All that the San Francisco Fire Department did for this conference is so appreciated. The donation from the Local 798 helped fund a local Adult Burn survivor to attend. The San Francisco Fire Boat put on an incredible show for us to help kick off our Boat trip and conference. It could not have been a better evening on the SF bay. Several San Francisco firefighters donated their time during the conference. The grand finally was the San Francisco Asian Firefighters Lion Dance Troop's performance at our closing banquet! As you can see, the San Francisco Firefighters had an important role in making this such a successful conference and I can not thank you enough.

I am looking forward to working with you and San Francisco Fire in the future. Thank you for your support.

Sincerely,

Jim Bosch
Survivor Assistance Director

50 Chumasero Drive #7E San Francisco, CA 94132-2309

August 4, 2000

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107-2015

Dear Chief Demmons:

My husband and I and some of our Parkmerced neighbors have just completed a fifteen-hour course in disaster training, Neighborhood Emergency Response Team/N.E.R.T., given by some of the members of the fire department. We all agreed that these classes (including hands-on training for assessing injuries, and cribbing to remove victims from wreckage) were very valuable.

The fire fighters who trained us at those six evening sessions did a really fine job. If this training is repeated in every neighborhood, San Francisco will be prepared for any unforeseen disaster.

Yours truly,

Dorothy Lefkovits

Dorothy Lefkovits

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Monday, August 28, 2000 – 5:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

2. **CLOSED SESSION** (Continued from meetings of 7/27/00, 8/21/00 and 8/24/00)

   Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

   1. Commissioner Norman moved for closed session and Commissioner Roeca seconded.

   2. There was no public comment.

      The Commission went into closed session at 5:10 p.m.

   3. The Commission reconvened in open session at 5:55 p.m. Commissioner Roeca moved and Commissioner Nakajo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

   There being no further business, the Special Meeting was adjourned at 6:00 p.m.

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Tania Bauer
Commission Secretary

No. 00-28

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Tuesday, September 5, 2000 – 5:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

2. **CLOSED SESSION** (Continued from meetings of 7/27/00, 8/21/00, 8/24/00 and 8/28/00)

   Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

   1. Commissioner Roeca moved for closed session and Commissioner Norman seconded.

   2. There was no public comment.

      The Commission went into closed session at 5:05 p.m.

   3. The Commission reconvened in open session at 6:25 p.m. Commissioner Roeca moved and Commissioner Nakajo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

   There being no further business, the Special Meeting was adjourned at 6:30 p.m.

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Tania Bauer
Commission Secretary

SAN FRANCISCO FIRE COMMISSION

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MINUTES OF THE FIRE COMMISSION

Special Hearing, Thursday, September 13, 2000 – 9:00 a.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item No

1. On **ROLL CALL**, the following were noted present:

   Commissioner Russell S. Roeca

   Note: Commissioner Roeca has been appointed by the Commission President to sit for the Hearing.

   APPEARANCES

   For San Francisco Fire Department
   Pamela Thompson, Deputy City Attorney
   Katharine Hobin, Deputy City Attorney
   Jill Andrews Sprague, Deputy City Attorney

   Also present:
   Paul J. Tabacco, Acting Chief of Department

   For San Francisco Fire Commission
   Margaret Baumgartner, Deputy City Attorney

   For Chief's Aide Horacio Candia
   Lawrence D. Murray, Counsel
   Thomas F. Norman, Counsel

   Also present:
   Horacio Candia
   Tyrone Pruitt, President and
   Gary Bradford, Vice President, San Francisco Black Firefighters Association

2. **PUBLIC COMMENT**

   There was no public comment.

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00 and 7/13/00)

   Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

   This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. Chief's Aide Horacio Candia requested a closed hearing.

2. There was no public comment pertaining to the closed hearing. The Commission went into closed session at 9:10 a.m.

   Opening statement was presented by the Department and two witnesses were examined and cross-examined. Exhibits were entered into evidence.

3. The Commission reconvened in open session at 5:05 p.m. Commissioner Roeca wished the hearing to be continued to the next day.

   a. Commissioner Roeca did not disclose any action taken.

   b. Commissioner Roeca elected not disclose any discussion held during the closed session.

   Note: The above represents a brief summary of events. Entire proceedings were recorded by court reporter.

4. **ADJOURNMENT**

There being no further business, the hearing was continued to Friday, September 14, 2001, 9:00 a.m.

Tania Bauer
Secretary

SAN FRANCISCO FIRE COMMISSION

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(Continued from the September 13, 2000 Special Hearing)

MINUTES OF THE FIRE COMMISSION

Special Hearing, Friday, September 14, 2000 – 9:00 a.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL**, the following were noted present:

   Commissioner Russell S. Roeca
   Note: Commissioner Roeca has been appointed by the Commission President to sit for the Hearing.

   APPEARANCES

   For San Francisco Fire Department
   Pamela Thompson, Deputy City Attorney
   Katharine Hobin, Deputy City Attorney
   Jill Andrews Sprague, Deputy City Attorney

   Also present:
   Paul J. Tabacco, Acting Chief of Department

   For San Francisco Fire Commission
   Margaret Baumgartner, Deputy City Attorney

   For Chief's Aide Horacio Candia
   Lawrence D. Murray, Counsel
   Thomas F. Norman, Counsel

   Also present:
   Horacio Candia
   Tyrone Pruitt, President and
   Gary Bradford, Vice President, San Francisco Black Firefighters Association

2. **PUBLIC COMMENT**

   There was no public comment:

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00 and 7/13/00)

   Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

   This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. Chief's Aide Horacio Candia requested a closed hearing.

2. There was no public comment pertaining to the closed hearing. The Commission went into closed session at 9:05 a.m.

   Witness examination and cross-examination continued. Further exhibits were entered into evidence.

3. The Commission reconvened in open session at 3:50 p.m.

   a. Commissioner Roeca did not disclose any action taken.

   b. Commissioner Roeca elected not disclose any discussion held during the closed session.

   Note: The above represents a brief summary of events. Entire proceedings were recorded by court reporter.

4. ADJOURNMENT

There being no further business, the hearing was continued to Friday, September 22, 2001, 8:00 a.m.

Tania Bauer
Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

4/00

No. 00-30

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – September 14, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman
Commissioner Russell S. Roeca

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Paul J. Tabacco	- Acting Chief of Department
Bernie F. Lee	- Deputy Chief, Operations
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services
Ray Balzarini	- Division of Airports
Joanne Hayes-White	- Division of Training
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	- Emergency Medical Services
Marshal Isaacs, M.D.	- Emergency Medical Services

Chief Officers – Firefighting Services:

Johnny R. Lo	- Division 1
Richard D. Bracco	- Division 2 (Acting)
Aaron C. Stevenson	- Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of August 24, 2000, Special Hearing of July 13, 2000, and Special Meetings of July 27, August 21, August 24 (5:00 p.m.), August 28, and September 5, 2000.

Commissioner del Portillo wished the record to show that she only approved the minutes of the meetings which she had attended.

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through I) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

Commissioner Norman referred to the accidents being reported and wished to know the amount of money the Department paid out. The Secretary responded that a monthly report was published by the Claims Bureau of the City Attorney's Office and was part of the Commissioner's dockets.

Commissioner Norman further wished to know if there was any safety campaign in progress that was aimed at reducing the number of accidents which involved Fire Department apparatus and vehicles. Acting Chief Tabacco responded that Chiefs Lee and Asaro have met with the Accident Review Board and determined that there is a need for more training. As soon as funding can be identified, the Department plans to send 12 members to a train-the-trainers program offered by the State in emergency vehicle operation and driving. These individuals would then train drivers and tiller operators in order to reduce the number of accidents.

Furthermore, Commissioner Norman wondered if it was normal to have between 112 and 114 individuals off duty and how this affected the operations of the Department. Chief Tabacco responded that he wished Deputy Chief of Administration, Joseph Asaro, to respond since he was spearheading the Workers Compensation Committee. Chief Asaro responded that the average is approximately 100 individuals off duty but recently there was an increase in workers' comp. The length of off duty varies with the type of injury with back injuries taking the longest time to rehabilitate. The impact is on overtime since minimum staffing is required on rigs regardless of the number of individuals on overtime. Chief Asaro noted that there is a new and very competent management team at the Workers' Comp division which is assisting City departments in more effectively managing their Workers' Comp. Additionally, the Department has formed a committee composed of Dr. Owen, department physician, Colleen Bales, nurse practitioner, Brenda McCutcheon, acting medical leave supervisor, Assistant Deputy Chief Ray Balzarini, Airport, and himself, which meets on a weekly basis to review the types of injuries and spot any trends. Chief Asaro hoped that through this committee and a closer partnership with Workers' Comp the impact will soon be felt of getting individuals back to work and, thereby, reducing those off duty numbers.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during August, 2000.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, July 22 through August 4, 2000, and August 5 through August 18, 2000.

B. Appointments

Reporting the following PERMANENT EXEMPT appointment effective *July 24, 2000*:

H51 Assistant Deputy Chief II

Johnny R. Lo (vice: Retired H50 position, TX'd to H51)

Reporting the following PROBATIONARY appointment effective *August 28, 2000:*

H2 Firefighter

Wayman Duncan (vice: Timothy Ware, automatic resignation)

Reporting the following TEMPORARY EXEMPT appointment effective *August 11, 2000*:

H110 Marine Engineer

Richard Currie (vice: As Needed)

Reporting the following PERMANENT appointments effective *July 22, 2000*:

2532 Paramedic

Sean Parkin
James Green
Michael Day
Andrew Logan
Nathan Shapiro
Joel Newton
Kirt Thomason

Reporting the following REINSTATEMENT effective *August 25, 2000:*

H2 Firefighter

Darren Bortmas (vice: Douglas Dryden, automatic resignation)

Temporary Appointments

Reporting having made 308 temporary appointments August 5 through August 18, 2000.

Correction of Minutes

Reporting that the effective date of Permanent Exempt appointment of H51 Assistant Deputy Chief II Frank Cercos should be July 28, 2000, instead of April 1, 2000. (Item 3.B – Fire Commission Minutes 04-13-00)

C. Retirement – Date Change

Amending Item 3.C, Fire Commission Minutes 07-27-00, to indicate that the new retirement date for 1844 Senior Management Assistant Carl Koon, is September 6, 2000, instead of July 22, 2000, as previously reported.

D. Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Pampanin, Vincent Sgt. E-5	H2 FF	08-26-00 thru 08-27-00	2	CA Army Res. Mofett Field, CA	Attend Active Duty Training

E. Suspension

Reporting suspension of Firefighter Vitani Benjamin, Engine 19, for two days, July 30 and 31, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness/Failure to Report).

F. Resignation

Submitting resignation of the following:

H2 Firefighter Janet Bridges, effective close of business August 25, 2000. (Resigned with satisfactory services. Approximate length of service – seven years.)

Probationary H2 Firefighter David Stratta, effective close of business August 21, 2000. (Resigned with satisfactory services. Started work 08-07-00.)

1424 Clerk Typist Lailani J. Pobre, effective close of business June 27, 2000. (Resigned with satisfactory services. Approximate length of service – seven years.)

G. Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Battalion Chief Douglas L. Goodin and Rescue Captains Ehrhart Groothoff and James Fazackerley, assigned to the Emergency Communications Department (ECD), for four days, August 29 through September 1, 2000, in order to attend the Navigator 2000 – NAEMD (National Academy of Emergency Medical Dispatch) Educational Summit and Conference by the ECD being held in Las Vegas. There is no cost to the Fire Department; all expenses will be paid by the ECD. Battalion Chief Goodin will not be replaced. Rescue Captains Groothoff and Fazackerley will be replaced for one watch each.

Michael Taylor, Director, MIS, for three days, September 25 through 27, 2000, in order to attend the National Fire Information Council (NIFC) Conference in San Antonio, Texas. There is no cost the Fire Department; all expenses will be paid by the NIFC. Mr. Taylor will not be replaced.

H. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Engine 3	00-1-006	7/4/00	603	B	File
Off: T/Lt. Dean Crispen	Drv: FF Mark Sikora				

Cause: Failure to yield - Eng 3, responding with red lights and siren, proceeded through an intersection and was struck by a civilian vehicle that had entered the intersection with a yellow light

HP Valve Unit 00-1-007 7/7/00 942 A File
Drv: U/Plumber William Turner
Cause: Driver inattention - While backing up, driver failed to spot vehicle that had stopped behind HP Valve Unit

Engine 20 00-1-008 7/7/00 587 A File
Off: Lt. James McHugh Drv: FF Maurice Thouvenin
Cause: Apparatus door - A firefighter erroneously closed the apparatus door on Eng 20 which was parked on the apron of Station 20

BFP - HQ 00-1-009 7/7/00 205 B Bill
Drv: Lt. Fernando Juarez
Cause: While parked, department vehicle was struck by a civilian vehicle backing out of a parking stall

Truck 18 00-1-010 7/10/00 615 A File
Off: Lt. Roger Pruyn Drv: FF John Shinn Tlr: FF Thomas McDonagh
Cause: Misjudged clearance (tiller) - While making left turn, rear end of Trk 18 struck an arterial stop sign

Engine 36 00-1-011 7/10/00 514 A File
Off: Lt. Robert Postel Drv: FF Michael Fauss
Cause: Misjudged clearance - While responding to an incident, Eng 36 struck the left mirror of a civilian vehicle

Ambulance 92 00-1-012 7/11/00 712 A File
Drv: FF Peter Leonard
Cause: Misjudged clearance - Amb 92, travelling southbound on Mission Street, struck the left mirror of a parked civilian vehicle

Engine 21 00-1-013 7/13/00 526 A File
Off: Lt. Michael Drake Drv: FF Michelle McCoy
Cause: Misjudged clearance - While responding, Eng 21 struck the side mirror of two parked civilian vehicles

Truck 1 00-1-014 7/13/00 624 C File
Off: T/Lt. John DiLuzio Drv: FF John C. Murphy Tlr: FF Patrick Martinez
Cause: Misjudged clearance (tiller) - While responding, tiller of Trk 1 struck right rear of a moving civilian vehicle

Truck 7 00-1-015 7/17/00 620 A File
Off: T/Lt. Victor Hurtado Drv: FF/PM John Caba Tlr: FF Robert Vigil
Cause: Misjudged clearance - While responding to an incident, Trk 7 struck a parked truck

BOE 00-1-016 7/21/00 925 A File
Drv: FF William Ang
Cause: Misjudged clearance - While backing up, driver struck side of garage; no spotters were available

Truck 3 00-1-017 7/22/00 623 A File
Off: T/Lt. John O'Shea Drv: FF Eric Sadler Tlr: FF Christopher Salas
Cause: Misjudged clearance - Trk 3, while backing into quarters, lightly struck Eng 3 which was parked on the apparatus floor; spotters were posted, but driver was unable to hear warning

Truck 16 00-1-018 7/22/00 614 A File
Off: Lt. Marty Ross Drv: FF John Sperry Tlr: FF Patric Steele
Cause: Misjudged clearance - While exiting station in response to an alarm, Trk 16 struck metal stanchion

EMS RC 1 00-1-019 7/23/00 916 B File
Off: T/PM Capt. Eric Storey
Cause: During safety check, damage to right side of department vehicle was noticed

Truck 9 00-1-020 7/23/00 618 B File
Off: Lt. Robert Kim Drv: FF John Voelker Tlr: FF Robert Lopez
Cause: Failure to yield - Trk 9 was responding with red lights and siren and, while making a right turn, struck a civilian vehicle when tiller overcompensated to avoid another vehicle which fled the scene

BFI 00-1-021 7/26/00 969 A File
Drv: Inv. Martin McGuinn
Cause: Misjudged clearance - While backing up, department vehicle hit a tree; no spotters were available

DOT Relief Truck 00-1-022 7/27/00 609 A File
Off: Lt. Joseph Driscoll Drv: Recruit Donyale Hale Tlr: Recruit Kenneth Martin
Cause: Misjudged clearance (tiller error) - During driver/tiller training, tiller did not compensate and the rear end of truck struck a parked civilian vehicle

Medic 36	00-1-023	7/27/00	733	A	File

Drv: FF/PM Rachael Atchison

Cause: Misjudged clearance - While exiting from Kaiser Emergency Room, Medic 36 backed into the front of a parked civilian vehicle; no spotters were posted

Engine 25	00-1-024	7/29/00	511	B	Bill

Off: Lt. Gilbert Cortez Drv: FF Shon Buford

Cause: Misjudged clearance - Eng 25, while parked, was struck by a civilian vehicle

Medic 15	00-1-025	7/30/00	727	A	File

Drv: FF/PM John Drake

Cause: Misjudged clearance - Medic 15 and Eng 39 both responded to a medical emergency, and while attempting to parallel park, Medic 15 clipped Eng 39 knocking off Medic 15's left side mirror

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

I. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for July 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident No./Category/Unit*	*Date of Accident*
Bonni Chu	$1,092.90/$ 728.60	99-0-065 (B) /BFP	09-20-99
Yanning Fan	0/ 864.39	99-0-117 (A) /Eng 2	12-12-99
Salvacion Cajayon	1,686.88/ 1,664.88	99-0-127 (A) /Eng 32	12-21-99
Sean Casement	3,849.41/ 1,012.30	99-0-142 (A) /Eng 11	01-11-00
Steven Underwood	2,041.24/ 2,041.24	99-0-145 (A) /Trk 8	01-13-00
Wei Liang Li	1,686.08/ 1,686.08	99-0-174 (A) /Eng 2	02-13-00
Shau Haw Koo	1,734.58/ 1,734.58	99-0-185 (A) /Eng 42	03-04-00
Siu Mee Owyeng	3,156.81/ 3,156.81	99-0-198 (C) /Medic 41	03-27-00
Mary Daverin	1,322.93/ 1,822.93	99-0-224 (A) /Eng 16	05-06-00
David Sanchez	0/ 1,898.80	Property damage	10-29-98
William Caplan	1,729.93/ 1,729.93	Property damage	01-24-00
Lawrence Walker	1,967.00/ 1,967.00	Property damage	04-08-00
Chelsea Wilson	165.00/ 165.00	Property damage	05-02-00

Commissioner del Portillo moved and Commissioner Roeca seconded. There were no questions or discussion and Items A through I on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for August 2000.

Commissioner Roeca moved and Commissioner Norman seconded.

Acting Chief Tabacco wished to apprise the Commission of several issues of concern to him. One issue being Workers' Comp, already addressed by Chief Asaro, and another was overtime. The department has been overspending its overtime budget, primarily due to individuals off on Workers' Comp in addition to those on light duty and off sick. Typically, in July and August the Department experiences its highest use of overtime and, hopefully, the trend will now proceed downward. Chief Tabacco stated that he is meeting on a regular basis with the Ed Harrington, Matthew Hymel and individuals from the Mayor's Budget Office to develop strategies to bring the situation under control. Furthermore, a General Order will be issued to re-institute policies on sick leave to assist the physician's office and the medical leave supervisor in monitoring sick leave. The last issue is an update on the status of the ALS engine companies which were implemented over the past weeks. Chief Tabacco requested that EMS Division Chief, Assistant Deputy Chief Richard Shortall, and Dr. Marshall Isaacs, medical Director, provide the update.

Dr. Isaacs provided an overview of emergency medical services in San Francisco from its inception as an ambulance service over a hundred years ago to its current status today. He noted that twenty years ago San Francisco, under the authority of the Department of Public Health, starting training ambulance personnel to be Paramedics who could provide the highest level of pre-hospital emergency care possible. Next came the introduction of smaller, lighter and smarter defibrillators and the Fire Department launched its Early Defibrillator Program staffing each of its fire engines with an emergency medical technician (EMT) as well as emergency supplies and a defibrillator. In the mid-1990's it became clear that the way the EMS system was configured, critically ill patients received basic life support by firefighter/EMTs in about three to six minutes following a 911 call but Paramedics with advanced life support did arrive for approximately six to twelve minutes. This led to the merge of the Department of Public Health's Paramedic Division with the Fire Department, with the single major driving force being the cross training of paramedics as firefighters and vice versa. The result being that fire engines could be staffed with fully cross trained firefighters/paramedics as well as firefighters/EMTs, providing advanced life support level emergency care to critically ill or injured patients within three to six minutes, with additional paramedics arriving on an ambulance a few minutes later. The minutes saved can mean life or death to some patients.

Two weeks ago the Fire Department implemented the first of four ALS paramedic engines. It is hoped that soon ALS paramedic engines can serve every neighborhood of San Francisco. Dr. Isaacs noted that there still is a great amount of work that needs to be done regarding EMS in the department, specifically, addressing the issues of paramedic ambulance volume

and workload. He hoped that the commission continues to support and monitor progress in this area. Prior to responding to questions, he asked EMS Chief Shortall to address some operational specifics.

Chief Shortall provided an overview of how a call for medical assistance is received and dispatched. Once the call has been evaluated as an advanced or basic life support call, using a standard system of series called criteria-based dispatching, the appropriate apparatus is dispatched. For example, if it is an ALS call the nearest engine company is dispatched and the closest ALS ambulance staffed with two paramedics. The engine company arrives rapidly, since there is large number of them located strategically through the city, and it takes somewhat longer for the ambulance to arrive. Chief Shortall noted that the firefighters do a great job when they arrive since they are trained in responder and EMT skills, and a number of definitive lifesaving techniques, as well as defibrillation. But there are specific advanced life support skills that only paramedics have, such as intubation and cardiac medicines, which can make a difference between life and death. An ALS paramedic engine, therefore, can immediately start that process prior to the arrival of an ambulance.

Chief Shortall stated that in the first twelve days after system implementation, the three ALS paramedic engines responded to 55 calls. In all cases, they arrived prior to the ambulances. Each patient received an ALS assessment by the paramedic and half of the patients received some type of ALS treatment, even an intubation, prior to the arrival of the ambulance. There have been no reports of unusual occurrences or complaints filed, either by EMS personnel or patients responded to, nor any adverse outcomes. Chief Shortall remarked on the outstanding teamwork that has been taking place and the willingness of firefighters jump in help wherever necessary. This, of course, shortens the overall speed of delivery for a patient to where the ultimate definitive care is, namely, the emergency department of a hospital. Chief Shortall believes that the implementation has been successful so far and well received by all. He looks forward to expanding but will need more firefighter/paramedics to accomplish it. President Roff thanked Dr. Isaacs and Chief Shortall for an excellent report.

Commissioner Nakajo commended Dr. Isaacs and Chief Shortall on the success of the program. Since the term *teamwork* was mentioned, he wished to know how the rank and file were accepting the concept of the ALS engines, since there had been resistance to this ever since the merger, especially the cross training aspect. He wondered if there was an acceptance now by traditional firefighters of the Paramedic Division, and if the ALS engine project was instrumental in this.

Chief Shortall responded that there have been many EMS and Fire Service mergers throughout the country and that they are complex and not always smooth. Fortunately, in the ALS engine project, individuals are working closely together, particularly on the same apparatus, which necessitates teamwork and promotes cohesion and bonding. He believes it to be a positive direction for the department.

Commissioner Nakajo also wished to know about cross training and the workforce, since the department is being asked to respond to more and more medical emergencies with a common sight being an engine and an ambulance at an incident. He wondered where this workforce would come from.

Chief Shortall responded that there is a variety of EMS models but he believes the most successful system is a complete integration of the workforce. The best way to integrate the workforce is to have fully trained firefighters/paramedics. This does not lessen in any way what paramedics or firefighters do independently but it is the combination of these skills that

is so valuable. Furthermore, the best teamwork is also achieved through the firefighter/paramedic model. Chief Shortall stated that from the 140 paramedics that came from the Department of Public Health, 112 have been fully cross trained but considerably more are needed. He believes that the Department will need additional hires despite the best efforts of cross training. Various ways of recruiting are currently being discussed, including starting a paramedic training program at City College.

Commissioner Norman wished to know what the optimum complement for firefighters and paramedics should be in the department. Chief Tabacco responded that currently it is close 1900 and that the department was 50 short of full staffing. If the count stood at 2000, overtime problems could be resolved. Regarding an optimum number of firefighter/paramedics in the system, Chief Shortall responded that it should be between 325 and 425. The current count stands at 210. He added that many aspects of this, as mandated by the Charter, are under the management and control of the EMS Section of the Department of Public Health.

Commissioner Norman was also interested in communication between the rank and file, paramedics and EMTs and EMS management. Dr. Isaacs responded that they had an open door policy and are willing to have conversations with any member of the department in person, by telephone or email. Commissioner Norman noted that many times it was beneficial to communicate on a more collegial level with input from individuals who are performing the work on how the work should be done. Dr. Isaacs responded that this is difficult due to the highly regulatory nature of the work. Commissioner del Portillo added that she hoped that there would further discussion on communication versus participatory governance. She noted that these were cutting edge issues and were being practiced in educational institutions and other places were *marriages* had occurred for a variety of reasons but not necessarily voluntary. She would be interested in participating in these discussions in some manner. Furthermore, Commissioner del Portillo suggested that the department should chose every opportunity to build positive public opinion, such as, due to the EMS merger more effective services are provided to the public in medical emergencies by firefighter/paramedics.

Commissioner Norman noted that when she was signing the retirement certificates she realized how many years of experience were being lost, namely, 570 years, all at the same time. Commissioner Norman wondered, after the past discussion of sick leave and vacation, if the department could experience the same problem it did last year at Christmas of running short on engine companies. Chief Tabacco assured Commissioner Norman that he has been working with Chief Murphy, Bureau of Assignments, to prevent such an occurrence.

President Roff thanked everyone who participated in this informative exchange and declared how invaluable it is for the Commission to have the opportunity to explore in depth issues affecting operations in the Department. Chief Tabacco was appreciative of the Commissioner's comments and looked forward to being able to have these presentations on the various activities in the department.

Public Comment

John Darmanin wished clarification of a point made by Chief Shortall in the EMS presentation regarding that *almost all of the H3s were cross trained.* He is concerned since he believes that none of the H3s have served any type of probation yet on Engines or Trucks, which would actually make them fully cross trained. The current H3s have undergone academy training but the training process is not complete until it includes actual field training, that is, going to fires and learning from experienced firefighters and officers in

the field. It is a large undertaking and he hopes this will take place before another 500 years of experience retires. Mr. Darmanin wished to point out to the Commission that until the paramedics undergo a probationary period where they are actually being drilled in fire fighting tactics as well as going to fires on a watch by watch basis, they can not be considered fully cross trained.

Daniel Fulmer, Captain, Station 14, he wished to comment on how transformation was going that Commissioners Norman and Nakajo had asked about. He stated that he could not speak for other stations but that at Station 14, ever since the ambulances arrived, it has been a positive experience for the individuals on the ambulance crews and the crews under his command. Mr. Fulmer believes that the paramedics who have been there for a number of years now found it also to be a positive experience.

Commissioner Roeca thanked Mr. Fulmer for attending the Commission meeting and providing his comments. Commissioner Roeca stated that the transition the department is undergoing was necessary - it was deemed as being the most prudent and efficient use of resources. He noted that all change is difficult and merging different philosophies and work ethics is especially difficult. As more changes occur, it will be of great help to provide the type communication that Commissioner Norman spoke of earlier, and have more people come here and express their grievances or their praise.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Request for Fireboat "Guardian" to participate in "Alma" event in Sacramento

Commissioner Roeca moved and Commissioner del Portillo seconded.

Assistant Deputy Chief Sullivan reported that the Fireboat "Guardian" traveled to Sacramento and participated in the successful "Alma" event. San Francisco firefighters met Governor Grey Davis and Rusty Areias, Superintendent of Parks, in addition to strengthening links with the Sacramento Fire Department. The State reimbursed the San Francisco Fire Department for salaries, fuel cost, housing and food.

There were no questions of discussion and the request to send Fireboat "Guardian" to Sacramento was approved on recommendation of Chief of Department.

D. Emergency Medical Services

Presentation by EMS Chief Richard Shortall and Medical Director Marshal Isaacs on deployment of ALS (Advanced Life Support) Engines.

The Emergency Medical Services Report was incorporated under Item 4.B. Chief of Department's Monthly Report.

E. Communications Received by Commission

Eight communications were received by the Commission from August 17, 2000 through September 7, 2000.

F. Public Comment

John Darmanin referred to an informational letter that he had sent to the Commission a few weeks ago related to surf rescue and the vacancy situation at fire stations. To date, he had not received any response or comments from the Commission. He added that if further clarification was needed, he would be happy to oblige.

Mr. Darmanin also informed the Commission that a *meet and confer* meeting will be scheduled related to his lawsuit. Additionally, he described a lawsuit that he brought against the department several years ago and how little response he received from the department. He wished the Commission to know that he attempted to resolve it without taking it back to court and he is disappointed that neither the Fire Commission nor Acting Chief Tabacco tried to resolve the matter and bring closure to him and his family.

G. Adjournment

President Roff wished to adjourn this Commission meeting in memory of former Mayor George Christopher, a remarkable San Franciscan, who passed away this morning. Mayor Christopher who during his eight years, 1956-1964, left a lasting legacy to this City, among them was bringing the Giants to San Francisco, was a man of great. He was still active and acute at the age of 92. He will be greatly missed.

There being no further business to come before the Commission, the meeting was adjourned at 7:20 p.m., out of respect to the memory of former Mayor George Christopher.

Tania Bauer
Secretary

City and County of San Francisco **Recreation and Park Department**

August 25, 2000

Chief Robert Demmons
San Francisco Fire Department
698 – 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

Thank you so much for helping with the Friends of Recreation and Parks' "Dino Dayz" in Golden Gate Park. The Fire Department trucks were a great addition to our field day, and were enjoyed by all the children.

The robotic fire engine was awesome and a perfect toy-learning tool for the school-age group. Your friendly staff had fun showing the equipment to everyone. Thanks to Lt. Fernando Juarez, Community Affairs Officer, who helped coordinate your Department's participation in the event.

Again, the participation of the San Francisco Fire Department was appreciated and helped the Recreation and Park Department staff host a successful event for over 1,200 children.

Thank you and I look forward to seeing you at future activities.

Sincerely,

Pat Wiley
Assistant Recreation Supervisor
Tenderloin Satellite and Special Events

PW/cm

CC: Lt. Fernando Juarez

McLaren Lodge, Golden Gate Park
501 Stanyan Street
San Francisco, CA 94117-1898

Phone: (415) 831-2700
Fax: (415) 668-3330

San Francisco Chronicle

THE VOICE OF THE WEST

August 9, 2000

Paul Tabacco, Deputy Chief of Operations
San Francisco Fire Department

Dear Sir:

By way of introduction, I am a reporter at the Chronicle and have worked with Lt. Ed Campbell repeatedly over the years. In recent months, I have been dealing with him several times a week on a delicate, complicated story. I wanted you to know that he had been extremely helpful, prompt and courteous in all my dealings with him. He is a delight to work with and I wanted you to know that. He represents the department in an excellent fashion.

Sincerely,

Susan Sward

Susan Sward
Reporter

MISSION STREET, SAN FRANCISCO, CALIFORNIA 94103-2988 (415)-777-1111

S005 - 15422

22 Clarke Street
BASS HILL NSW 2197

16th June 2000

San Francisco Ambulance Service
PO Box 7120
SAN FRANCISCO CA 94120-7120

On 1st May 2000 I suffered a heart attack whilst visiting the USA and I am writing this letter on behalf of my wife, Judy and myself to express our sincere appreciation for the assistance and support that was given to us by your paramedics. Their quick response to our distress call was indeed appreciated and the care and support given to me was outstanding.

We are now safely back in Australia and settling down but felt that the wonderful assistance given to us should not be overlooked.

Would you please pass on our gratitude to the paramedics who attended that night. Unfortunately we did not get the opportunity to find out their names but they attended and transported me from the Carlton Hotel in Sutter Street to San Francisco General Hospital in the early hours of Monday 1st May.

Thanking you once again.

Kind regards
Paul and Judy Williams

Contents noted:
Ron Smith, SC

P/M Andrew Baron
P/M Nathan Shapiro

SAN FRANCISCO FIRE COMMISSION

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MINUTES OF THE FIRE COMMISSION

Special Hearing, Friday, September 22, 2000 – 8:00 a.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL**, the following were noted present:

   Commissioner Russell S. Roeca
   Note: Commissioner Roeca has been appointed by the Commission President to sit for the Hearing.

   APPEARANCES

   For San Francisco Fire Department
   Jill Andrews Sprague, Deputy City Attorney
   Katharine Hobin, Deputy City Attorney

   Also present:
   Paul J. Tabacco, Acting Chief of Department

   For San Francisco Fire Commission
   Marie Blits, Deputy City Attorney

   For Chief's Aide Horacio Candia
   Lawrence D. Murray, Counsel
   Thomas F. Norman, Counsel

   Also Present:
   Horacio Candia
   Tyrone Pruitt, President, San Francisco Black Firefighters Association

2. **PUBLIC COMMENT**

   There was no public comment.

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00, 7/13/00, 9/13/00 and 9/14/00)

   Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

   This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

   1. Chief's Aide Horacio Candia requested a closed hearing.

2. There was no public comment pertaining to the closed hearing. The Commission went into closed session at 8:15 a.m.

   Witness examination and cross-examination continued. Further exhibits were entered into evidence.

3. The Commission reconvened in open session at 4:45 p.m.

   a. Commissioner Roeca did not disclose any action taken.

   b. Commissioner Roeca elected not disclose any discussion held during the closed session.

   Note: The above represents a brief summary of events. Entire proceedings were recorded by court reporter.

4. ADJOURNMENT

There being no further business, the hearing was continued to Friday, September 29, 2000, 8:00 a.m.

Tania Bauer
Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-33

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – September 28, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman
Commissioner Russell S. Roeca

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Paul J. Tabacco - Acting Chief of Department
Joseph C. Asaro - Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali - Management Services
Ray Balzarini - Division of Airports
Joanne Hayes-White - Division of Training
Daniel A. Sullivan - Support Services
Gary P. Massetani - Fire Prevention

Chief Officers – Staff:

Marshal Isaacs, M.D. - Emergency Medical Services

Chief Officers – Firefighting Services:

Henry T. Smith - Division 1 (Acting)
Robert G. Boudoures - Division 2 (Acting)
Arthur W. Kenney - Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of September 14, 2000, and Special Meetings of July 13 and August 24, 2000.

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and the minutes ere approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through H) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during August 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during August 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 19 through September 1, 2000.

B. Appointments

Reporting the following TEMPORARY EXEMPT appointment effective *July 31, 2000*:

0140 Chief of Department

Paul J. Tabacco (vice: Robert Demmons, retired)

Reporting the following TEMPORARY EXEMPT appointment effective *August 14, 2000:*

0150 Deputy Chief, Operations

Bernie F. Lee (vice: Paul J. Tabacco, apptd. Acting Chief of Dept.)

Reporting the following PROBATIONARY appointments effective *September 6, 2000:*

H3 Firefighter

James Ward
George Cerna
Oscar Cabrera
Michael Arsanis
Charles Daley
Arthur Davis
Hans Enz
Scott Eberhart
Meir Gordon
Peter Howes
Bryan Hendon
Scott Kinkade
John Marberry
Charles Faciani-McGowan
Kyle Merkins
James Mulholland
Simon Pang
Nicholas Payne
Christopher Posey
Matthew Phillips
John Putt
Russell Richards
Martin Spalka
John Grant
David Spencer
Niels Tangherlini
Rafael Gordon
Michael Tragesser

(Note: The above 28 H3 Firefighter/Paramedics are appointed vice self. They are currently H1 Fire Rescue Paramedics)

Temporary Appointments

Reporting having made 287 temporary appointments August 19 through September 1, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type*	*Retirement Date*
Demmons, Robert L.	0140 Chief of Department	Service	Jul. 29, 2000
Kelly, Thomas J.	H30 Captain	Service	Aug. 26, 2000
Davis, Early L.	H28 Lieutenant, DOT	Service	Sep. 02, 2000
Kubel, Dennis D.	H20 Lieutenant	Service	Aug. 19, 2000
DeStefano, Leonard E.	H10 Chief's Aide	Service	Aug. 25, 2000
Healy, James T.	H10 Chief's Aide	Service	Aug. 05, 2000
Bastian, Karl B.	H2 Firefighter	Service	Aug. 26, 2000
Jordan, William A.	H2 Firefighter	Service	Aug. 01, 2000
Koon, Carl B.	1844 Sr. Mgt. Asst.	Service	Sep. 06, 2000

(Retirement Certificates will be presented at a Fire Commission meeting in November)

D. Military Leaves

Submitting for approval applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Driscoll, Joseph Master Sgt. E-8	H20 LT, DOT	09-15-00	1	US Army Res. Ft. Leavenworth, Kansas	Attend Active Duty Training
Pampanin, Vincent Sgt. E-5	H2 FF	10-01-00 thru 10-08-00	8	US Army Res. Fort Benning, GA	Attend Active Duty Training
		10-13-00 10-14-00	2	US Army Res. Fort Benning, GA	Attend Active Duty Training
Varona, Wilfredo Tech. Sgt.	H2 FF	09-17-00 09-18-00	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

E. Leaves of Absence

Submitting requests for leaves of absence with pay for the following officers and members of the Department, for two days, October 5 and 6, 2000, in order to attend the 2000 Labor & Employment Symposium, Current Issues and Developments in Labor, Employment Law and Litigation in Monterey, California. Estimated cost is $1,000 each, and is included in the 2000-01 training budget . They will not be replaced.

Joseph Asaro	Deputy Chief, Administration
Raymond Balzarini	Asst.Deputy Chief, Airport
Gary Massetani	Asst. Deputy Chief, Div. of FP & I
Binnie Singh	Human Resources Director
Debra Ward	Chief Financial Officer
Evette Taylor-Monachino	Asst. Manager, EEO Programs
Alan Wong	Manager, Fire Services Exam Unit

F. Leave of Absence

Submitting request for leave of absence with pay for Firefighter Michael Walsh, Bureau of Equipment, for two days, September 13 and 14, 2000, in order to represent the Fire Department at the mid-inspection of the aerial ladder truck being constructed by American La France, Ladder Towers, Inc., in Ephrata, Pennsylvania. There is no cost to the City. Firefighter Walsh will not be replaced.

G. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Medic 41	99-0-269	4/20/00		A	File
Drv: Fire/Res. PM Joaquin Villarreal					
Cause: Misjudged clearance (backing up) – Medic 41 backed into a parked vehicle on the sidewalk; no spotters were posted					
Truck 7	00-1-026	7/11/00	620	C	File
Off: Capt. Thomas Siragusa	Drv: FF Thomas Gorman		Tlr: FF Michael Campanali		
Cause: Misjudged clearance (tiller) - Trk 7, while attempting to change lanes, struck a civilian vehicle					
Truck 17	00-1-027	7/16/00	616	A	File
Off: Capt. Frank Morino	Drv: FF/PM Anthony Taormina		Tlr: FF Richard Siebert		
Cause: Misjudged clearance (driver/tiller) - While backing into quarters,Trk 17 struck a parked vehicle in the station					
Truck 15	00-1-028	8/1/00	622	B	File
Off: Lt. Richard Jonasson	Drv: FF Edward Perricone		Tlr: FF Nicholas Yuen		
Cause: Misjudged clearance - While backing up on a narrow street, rear end of Trk 15 caught street pavement, damaging the diamond plate					
Engine 7	00-1-029	8/2/00	525	A	File
Off: T/Lt. Mike Wong	Drv: FF James Carlin				
Cause: Misjudged clearance - Eng 7, responding with red lights and siren, swung to avoid two double parked utility trucks thereby scraping two parked vehicles					
Engine 32	00-1-030	8/4/00	584	A	File
Off: Lt. Stephen Green	Drv: FF Richard Forde				
Cause: Misjudged clearance - Eng 32, while backing down to provide Eng 28 with a supply line, grazed Res 2's bumper; spotters were posted					
Engine 16	00-1-031	8/6/00	533	A	File
Off: Lt. Austin Dito	Drv: PX Elmen Wu				
Cause: Misjudged clearance - While repositioning, Eng 16 struck dumpster in front of firehouse					

Engine 28	00-1-032	8/8/00	597	A	File

Off: Lt. Jose Velo Drv: FF Michael Rice

Cause: Misjudged clearance - While preparing to back into station, Eng 28 struck the mirror of a parked van

ResAmb 38	00-1-033	8/14/00	708	B	Bill

Drv: FF Clyde Watarai

Cause: ResAmb 38, while parked at an incident, was struck by a civilian vehicle

EMS RC 1	00-1-034	8/16/00	916	B	File

Off: T/PM Capt. George Cerna

Cause: Failure to yield - EMS RC 1. responding with red lights and siren and travelling through an intersection, was struck by a civilian vehicle that failed to yield

Medic 7	00-1-035	8/18/00	734	A	File

Drv: FF/PM Nicholas Holl

Cause: Misjudged clearance - While backing into quarters, right mirror of Medic 7 struck station wall; spotters were posted

ResAmb 32	00-1-036	8/20/99	715	B	Bill

Drv: FF Daniel Tauber

Cause: Open door - Driver of a parked civilian vehicle opened driver's side door into path of ResAmb 32

EMS RC 4	00-1-037	8/22/00	919	A	File

Off: PM Capt. Brett Powell

Cause: Misjudged clearance - While attempting to park, EMS RC 4 struck a parked civilian vehicle

Medic 15	00-1-038	8/23/00	738	B	File

Drv: FF/PM John Drake

Cause: Hit and run - While Medic 15 was parked at UCSF to deliver a patient, the left wing mirror of Medic 15 was severely damaged

Engine 34	00-1-039	8/23/00	593	A	File

Off: Lt. Michael Horan Drv: FF Richard Stark

Cause: Misjudged clearance - While maneuvering on service road in Golden Gate Park, Eng 34 struck a tree

Engine 13	00-1-040	8/23/00	524	A	File

Off: Lt. Richard Allen Drv: FF Emmon Lew

Cause: Misjudged clearance - While backing into station and repositioning, Eng 13 struck guide pole; spotters were posted

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for August 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident No./Category/Unit*	*Date of Accident*
Pamela Brown	$3,531.12/ 3,331.12	99-0-007 (A) /Eng 6	07-05-99
Carol Karimi	748.91/ 387.64	99-0-112 (B) /Eng 31	12-04-99
21st Century Ins.	6,103.04/ 5,603.04	99-0-127 (A) /Eng 32	12-21-99
Marcial Perez	2,683.43/ 2,433.43	99-0-130 (C) /Trk 7	12-24-99
Amy Medina	4,066.42/ 3,716.42	99-0-157 (A) /Trk 7	01-26-00
Paul Emig	1,993.42/ 1,993.42	99-0-193 (A) /Trk 14	03-16-00
Michael Bross	613.35/ 613.35	99-0-195 (A) /Eng 9	03-20-00
Christopher Bidwell	701.98/ 701.98	99-0-204 (C) /NERT	03-03-00
Times Direct Marketing	1,268.68/ 1,268.68	99-0-219 (C) /Eng 21	04-21-00
Wait Motor Supply	600.00/ 600.00	Property Damage	07-09-00

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and Items A through H on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Retirement Certificate

Reporting Award of Honorable Service to the following member:

	Type of Retirement	*Years of Service*	*Retirement Date*
Lieutenant Robert Cutone, BFP	Service	29-1/2	Jul. 08, 2000

Acting Chief of Department, Paul J. Tabacco, invited Lieutenant Robert Cutone, Bureau of Fire Prevention, to step forward and receive his Retirement Certificate. Chief Tabacco noted that he had the opportunity to work with Lieutenant Cutone over the years and he recalled that as a young firefighter he turned to Lieutenant Cutone many times with questions, and he always had time to explain matters and to help out. Chief Tabacco added that in 1997 Lieutenant Cutone had received a Class B Award for bravery.

Lieutenant Cutone acknowledged his 29-½ years of service in the Fire Department and related that he felt fortunate to have started in the Department when many World War II veterans were still there. Even though they were ending their careers, he learned honor, diligence and teamwork from them and used them as his model, which he tried to share with the individuals he worked with. Lieutenant Cutone believed that professionalism was not a right, nor a gift, but was earned through education, training, experience and dedication. By accepting his Retirement Certificate before the Commission, he felt that he had brought closure to his career. Lieutenant Cutone was congratulated by the members of the Fire Commission on his years of dedication and service.

C. Special Presentation

Division of Training - Assistant Deputy Chief Joanne Hayes-White

Assistant Deputy Chief (ADC) Joanne Hayes-White, Director of Training, stated that she was pleased to make this presentation on the activities and components of the Division of Training. ADC Hayes-White introduced key members of her staff: Captain Ken Farris, in charge of the H2 Recruit Academy; Captain Richard Kochevar, Special Projects, including Officer Candidate Program, Cadet Program and Project Manager for the Regional Training Facility at Treasure Island; and Lieutenant Jeffrey Wong, Technical Services Specialist. She also introduced Commander Sean Mooney, San Francisco Fire Reserves and from the EMS Division, two members who play a critical role in training, Section Chief Art Hsieh and Section Chief Jane Smith. ADC Hayes-White also wished to recognize Captain Russ Albano, in charge of the H3 Academy at Treasure Island, who could not be present since he was preparing for the graduation ceremony of 21 H1s, who had successfully completed their cross-training to H3s. The other member who could not be present was Captain Russ Edwards, in charge of in-service training, who had just retired this day after 36 years, and deserves considerable recognition for his service and dedication to the Fire Department.

Chief Hayes-White believes that training is the foundation of any organization, and is of critical importance in the arena of emergency services. An aggressive and streamlined training program has numerous benefits, including a decline in injury and illness to its employees and the delivery of high quality services to the community it serves. She described the facilities used by the Division of Training, namely, the H2 Recruit Academy at 19th and Folsom, Building 1216 at the Presidio for EMS training, and the Regional Training Center at Treasure Island for the H3 Academy and in-service training. Chief Hayes-White asked Section Chief Jane Smith, responsible for the EMS Academy, and Section Chief Art Hsieh, responsible for re-certification, to provide an overview.

Chief Smith informed the Commission that the education and training of paramedics is mandated by federal laws. She explained that she was responsible for the primary training for firefighters, a 16-month program that consists of eight months of classroom training, three months of hospital training and 500 hours on an ambulance. The firefighters must pass a national licensing exam in order to hold a California license - only then can they be promoted from an H2 to an H3 position.

Chief Hsieh explained that his responsibility was to ensure that any EMS education and training provided was up to date and that it conformed to all the latest mandates. He noted that recently EMS training has switched to a more hands-on type of training and it was found to be far more effective than the conventional classroom/lecture type. Chief Hsieh added that the new battalion-based training has also been very effective from an EMS perspective, which requires a great deal of mandatory training. So far, they were

able to train over a thousand students in 15 consecutive days - a greater number than anywhere else in the country.

Chief Hayes-White wished to cover several items before concluding: the Officer Candidate Program, the Regional Training Facility at Treasure Island, the San Francisco Fire Reserves and Technical Services.

In the Officer Candidate Program, the first item will be the H30 promotional process – from an H20 Lieutenant to an H30 Captain. The Department continues to work with Dr. James Outtz to develop and implement an assessment center and an exam process. The 32-hour program, which is voluntary, would provide an H20 Lieutenant with instruction materials to prepare for the exam process. The program consists of five separate modules: operations, training, station administration, human resources and inspection. The target date for implementation of the assessment center and the exam process is March 2001.

The Regional Training Facility at Treasure Island had previously housed an U.S. Navy Firefighting School. Currently, the Department conducts battalion-based drills there and it holds the H3 Academy. There are multiple training areas that can be controlled by a direct site supervisor, or a control tower, via a computer-activated console. There is a vast array of computer sensors linked to the training props and to the software programs that can modify fire scenarios, including heat and smoke. It has excellent resources for laddering, high angle rescue, rappelling and other typical structural fire scenarios experienced in the city. Chief Hayes-White hoped she could develop a marketing plan for renting the facility to other entities and, thereby, generate revenues for the Department.

Chief Hayes-White wished to recognize Commander Sean Mooney, who oversees the San Francisco Fire Reserves, and the excellent support provided by him and the Fire Reserves. Currently, there are 40 active members, who train and drill every Thursday, and who receive direction and guidance from an instructor at the Division of Training. The primary responsibility of the Fire reserves is to assist the Fire Department in the event of a fire or disaster that reaches the level of a third alarm or greater. The Fire Reserves are of great support at the fire scene where they load hose, bring tools and equipment to the command post and carry out other necessary tasks. Chief Hayes-White believes that many of them could be excellent candidates for the Recruit Academy.

In closing, Chief Hayes-White wished to comment on Technical Services and introduce Lieutenant Jeff Wong. Under his guidance, the unit has grown and provides a myriad of services, including capture of video footage of second alarms or greater. The footage is used for training, post-fire analysis by incident commanders and basic orientation for members of the Bureau of Fire Prevention and Arson. Lieutenant Wong also assists by videotaping high-rise drills and training drills at the Recruit Academy. Recently, he has been involved in a tri-agency project with the San Francisco Police Department and the Mayor's Office of Emergency Services regarding disasters and emergency preparedness.

Lieutenant Wong explained that this project also involved NERT, Community Services and the Public Information Officer. The product was a Public Service Announcement (PSA), showing an earthquake occurring and inquiring whether they had a plan for survival. The PSA advised them to start planning now and gave a telephone number – 558-2727. Lieutenant Wong explained that this number directs the public to a fire station

where they can pick up informational material printed in multiple languages. In the near future, the disaster information hotline will branch to carry the message in English, Spanish and Cantonese. Lieutenant Wong played the PSA for the Commission and related that he is already planning a new PSA that informs and reminds the public of what to do when emergency vehicles need to get by.

Commissioners had various questions and Chief Hayes-White and both Division of Training and Emergency Medical Services staff responded.

D. Communications Received by Commission

Two communications were received by the Commission September 8, 2000 through September 22, 2000.

E. Public Comment

Frank Kelly, Secretary, Local 798, wished to comment about EMS Section Chief Jane Smith's comment regarding support. He stated that Local 798 had always been in support of the ALS Engine concept. The disagreement with EMS has been over training and dynamic versus static ambulance deployment. This matter had been discussed with Chief Tabacco. Furthermore, Mr. Kelly noted that in their meeting with Chief Tabacco, the Officers' Candidate Program was discussed. He wished clarification regarding whether the 32 hours of classes, prior to taking the H30 captain's test, were to be voluntary or mandatory.

John Cooper, Deputy City Attorney, wished to respond and clarify the *meet and confer* issue. He stated the City's public position in ending the Consent Decree was that the Officer Candidate program could not start without meeting and conferring with Local 798. Mr. Cooper made it clear that there would be an impact on members of Local 798, whatever the proposed schedule established by the Department. Prior to the schedule being imposed, the Department would have to meet with Local 798 over what needs to be bargained.

Mr. Kelly referred to Chief Hayes-White statement regarding the *voluntary* 32 hours that he believed to be mandatory. Mr. Cooper responded that these were only proposals and needed to be agreed upon.

Steve Lynch, Firefighter Paramedic, wished to point the critical shortage of ambulances and paramedics in the City. Additionally, the condition and age of the ambulances is deplorable. Mr. Lynch cited a number of cases where the shortage of ambulance has caused 15-20 minutes delay time for critical patients. Furthermore, even though EMS calls make up 75-80% of total call volume, a *Band-Aid* approach is being used to rectify the problems. Mr. Lynch noted that the frustration level is very high among firefighter/ paramedics.

Commissioner Nakajo re-iterated his request to Acting Chief Tabacco concerning coordinated presentations from the various divisions and bureaus of the Department, such as Management Services, Airport, Support Services and Fire Prevention, concerning their activities and outstanding issues.

Commissioner Roeca requested that the Secretary place a report by the Department regarding the *Smoke Eaters' Gazette* on the agenda for the October 12, 2000 meeting. He had just viewed the most recent issue and found it offensive. Commissioner Roeca wished the Department to make a presentation about what it has discovered about the

publication – its origin, its proponents, and its authors. He would also welcome comments from employee organizations.

John Darmanin stated that Local 798 and members of the administration have gone on record opposing the publication. He noted that Commissioner Roeca had called it insubordinate, which implied that a member of the Fire Department was the author. Mr. Darmanin resented this implication since there was never any evidence that an active member of the Fire Department was the author.

Commissioner Roeca responded that he was not suggesting that it was a member of the Department. He stated that it was the content that was insubordinate.

Frank Kelly stated that representatives from Local 798 had spoken out several times against the *Smoke Eaters' Gazette* before the Commission. He personally threw it in the garbage and never read it. Mr. Kelly believed it to be offensive and, therefore, chose not to read it. He suggested that, perhaps, this could be an avenue to explore.

F. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:40 p.m.

Tania Bauer
Secretary

消防處總部
香港九龍尖沙咀康莊道一號
消防總部大廈

FIRE SERVICES HEADQUARTERS,
FIRE SERVICES HEADQUARTERS BUILDING,
NO. 1 HONG CHONG ROAD,
TSIM SHA TSUI, KOWLOON,
HONG KONG.

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852-2368 9744
電 話 TEL. NO.: 2733XXXX . 2733 7722

4 September 2000

Mr. Paul J. Tabacco,
Deputy Chief Operations,
San Francisco Fire Department,
698 Second Street,
San Francisco, CA94107-2015,
United States of America.

Dear Paul,

Visit to Station 7
San Francisco Fire Department
on 19 August 2000

As Head of the Hong Kong Fire Services delegations, I am writing to express our most sincere thanks for granting us to visit one of your busiest fire stations on the 19 August. During the visit, we have been given most comprehensive explanations on the general operation of your Fire Department and also on the new communication system which has recently been installed in your Department.

We found this visit was very useful and we have shared a lot of your working experience on the new communication system. As we are now planning for a new Command and Control System, the information you have given to us are very valuable.

Once again, thank you very much for all your arrangements on our visit, particularly to Ms. Lorrie A. Kalos, Assistant Deputy Chief who had given us the most informative explanation on your new Communication System.

I look forward to seeing you in Hong Kong if you have any chance to drop by.

Yours sincerely,

(HSU King-ping)
Deputy Director of Fire Services

fremont

FREMONT PROPERTIES
Bradley M. Meyers
Property Manager

September 12, 2000

Mayor Willie Brown
1 Carlton B. Goodlett
Room 200
San Francisco, CA 94102-4689

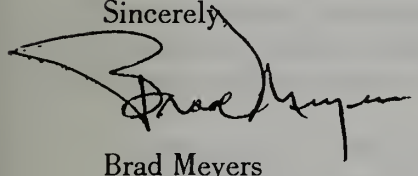
Dear Mayor Brown,

At a time when many people are whining about what is wrong with the city, I would like to tell you about something that is very right. That would be the San Francisco Fire Department's Neighborhood Emergency Response Team (NERT) training program. As the Property Manager of the 50 Beale Street office building, I recently sponsored the program for my tenants, and I also participated in the program.

I can not speak highly enough about the value of the program and the quality of the Fire Department personnel that gave of their time and energy in running the program. Given the limited resources at the city's disposal during a major seismic event or other disaster, I strongly urge you and the Board of Supervisors to support this valuable program. The more people that receive this training, the more lives are likely to be saved in a disaster.

Obviously, programs like this one cost money. In my view whatever it takes to continue the NERT program is small compared to the assistance that this small army of individuals could provide in an emergency.

Sincerely,



Brad Meyers
Property Manager

BMM:bl

cc: Board of Supervisors
Fire Commission
Chief Robert L. Demmons

UNIVERSITY OF NEW HAMPSHIRE

Department of Civil Engineering
College of Engineering and Physical Sciences
Kingsbury Hall
33 College Road
Durham, New Hampshire 03824-3591
(603) 862-1428
Fax (603) 862-2364

September 7, 2000

Assistant Chief Daniel Sullivan
Fire Department, City of San Francisco
698 Second Street
San Francisco, CA 94107

Dear Chief Sullivan,

I would like to thank you for your help in getting access to the area behind the Treasure Island Firehouse for our work. The firehouse personnel were very kind, hospitable and patient. I understand that the drums of drilling mud which we generated have been removed, and I hope that the site has been restored to your satisfaction. Please extend my thanks also to Captain Hennigan and his staff.

Sincerely,

Pedro de Alba

Pedro de Alba
Professor
Ph. (603) 862-1417
Fax (603) 862-2364
Email: padealba@hypatia.unh.edu

SAN FRANCISCO FIRE COMMISSION

DOCUMENTS DEPT.

JUN 12 2001

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MINUTES OF THE FIRE COMMISSION

Special Hearing, Friday, September 29, 2000 – 9:00 a.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item
No

1. On **ROLL CALL**, the following were noted present:

   Commissioner Russell S. Roeca
   Note: Commissioner Roeca has been appointed by the Commission President to sit for the Hearing.

   APPEARANCES

   For San Francisco Fire Department
   Jill Andrews Sprague, Deputy City Attorney
   Katharine Hobin, Deputy City Attorney
   Terence Howzell, Deputy City Attorney

   Also present:
   Joseph Asaro, Deputy Chief, Administration

   For San Francisco Fire Commission
   Margaret Baumgartner, Deputy City Attorney

   For Chief's Aide Horacio Candia
   Lawrence D. Murray, Counsel
   Thomas F. Norman, Counsel

   Also Present:
   Horacio Candia
   Tyrone Pruitt, President, San Francisco Black Firefighters Association

2. **PUBLIC COMMENT**

   There was no public comment.

3. **FORMAL HEARING ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00, 7/13/00, 9/13/00, 9/14/00 and 9/22/00)

   Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

   This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

   1. Chief's Aide Horacio Candia requested a closed hearing.

2. There was no public comment pertaining to the closed hearing. The Commission went into closed session at 9:10 a.m.

   Witness examination and cross-examination ended. No further exhibits were entered into evidence. Mr. Murray and Ms. Sprague presented closing statements.

3. The Commission reconvened in open session at 12:20 p.m.

   a. Commissioner Roeca did not disclose any action taken.

   b. Commissioner Roeca elected not disclose any discussion held during the closed session.

   Commissioner Roeca noted that upon receipt of the transcript and its submission to the Commission for review, the Secretary will schedule closing argument before the Commission.

   Note: The above represents a brief summary of events. Entire proceedings were recorded by court reporter.

4. ADJOURNMENT

There being no further business, the hearing was adjourned at 12:25 p.m.

Tania Bauer
Secretary

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Wednesday, October 4, 2000 – 11:00 a.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item No.

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman

Commissioner del Portillo was absent due to business reasons.

DOCUMENTS DEPT.

OCT 24 2000

SAN FRANCISCO PUBLIC LIBRARY

2. **CLOSED SESSION** (Continued from meetings of 7/27/00, 8/21/00, 8/24/00 and 8/28/00 and 9/5/00).

   Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

   1. Commissioner Roeca moved for closed session and Commissioner Norman seconded.
   2. There was no public comment.

      The Commission went into closed session at 11:05 a.m.
   3. The Commission reconvened in open session at 1:15 p.m. Commissioner Roeca moved and Commissioner Nakajo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

   There being no further business, the Special Meeting was adjourned at 1:20 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-35

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – October 12, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman
Commissioner Russell S. Roeca

DOCUMENTS DEPT.

OCT 2 4 2000

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Paul J. Tabacco	- Acting Chief of Department
Ray Balzarini	- Deputy Chief, Operations (Acting)
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services
Joanne Hayes-White	- Division of Training
Gary P. Massetani	- Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	- Emergency Medical Services
Marshal Isaacs, M.D.	- Emergency Medical Services

Chief Officers – Firefighting Services:

George W. Maloney	- Division 1 (Acting)
James R. Cavellini	- Division 2
Lorrie A. Kalos	- Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of September 28, 2000.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during September 2000.

Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, September 2 through September 15, 2000.

B. Appointments

Reporting the following PROVISIONAL appointment effective *September 8, 2000:*

H30 Captain

James J. Lee (vice: Thomas Ryan, retired)

Reporting the following PERMANENT appointments effective *September 17, 2000:*

H2 Firefighter

Rebecca Atwater
Denise Bailey
Bettrietta Dahlstrom
Nicolette Divecchio
Ketty Fedigan
Sarah Hamilton
Cary Butcher III
John Dunn
Mortimer Joyce
Brendan McGorrin
Steven Selck
Patric Steele
Andre Williams
Marc Lopez
Jerry Shear
Joel Zemeno
Samuel Ho
Allen Wong
Harry Yee
David Yi
Katherine Alba
Antonio Rocha
Wilfredo Varona
Patricia Flood
Mark Hardeman
Thomas Murphy
Robert McDonald
Jon M. Low

Temporary Appointments

Reporting having made 292 temporary appointments September 2 through September 15, 2000.

C. Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Simon, Ramon Sgt. E-5	H2 FF	10-14-00 thru 10-15-00	2	US Army Res. Oakland Army Base, CA	Attend Active Duty Training

11-17-00 thru 11-19-00	3	US Army Res. Oakland Army Base, CA	Attend Active Duty Training

D. Resignation

Submitting resignation of Probationary H3 Firefighter/Paramedic Jeffrey Hickman, effective close of business September 23, 2000. (Resigned with satisfactory services. Started work 01-10-00.)

E. Leave of Absence

Submitting request for leave of absence with pay for Assistant Deputy Chief Joanne Hayes-White, Director of Training, for five days, November 4 through 8, 2000, in order to attend the National Training Resources and Data Exchange (TRADE) Conference at the National Fire Academy in Emmitsburg, Maryland. Transportation and lodging will be paid by the National Fire Academy. Assistant Deputy Chief Hayes-White will not be replaced.

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Engine 1	00-1-041	8/24/00	513	C	File
Off: Lt. Patrick Gardner	Drv: FF Derek Oleary				
Cause:	Misjudged clearance - Eng 1, responding with red lights and siren, struck the left front fender of a civilian vehicle during lane change				
Truck 12	00-1-042	8/24/00	605	B	File
Off: Lt. Richard Ames	Drv: FF Stephen Young		Tlr: FF Anthony Zuniga		
Cause:	While backing into quarters, Trk 12's tiller door became entangled with the exhaust extractor hose; the tiller door was knocked off track				
Engine 16	00-1-043	8/24/00	533	A	File
Off: Capt. Raymond Guzman	Drv: FF Michael Cotton				
Cause:	Misjudged clearance - Eng 16, responding at Gas House Cove, grazed a stanchion due to poorly lit area				
Engine 3	00-1-044	8/25/00	530	B	File
Off: Lt. Bryan Rubenstein	Drv: FF Timothy Sullivan				
Cause:	Failure to yield by civilian vehicle - Eng 3, while responding with red lights and siren, took evasive action when crossing an intersection resulting in Eng 3 striking another civilian vehicle				
Truck 13	00-1-045	8/28/00	621	A	File
Off: Lt. Dennis Sutter	Drv: FF Gregory Savin		Tlr: FF Teresa Juergens		
Cause:	Misjudged clearance - Trk 13, while backing into quarters, struck station pillar breaking marker light; spotters were posted				

Engine 1 00-1-046 8/29/00 513 C File
Off: Lt. Zachary Pumphrey Drv: FF Richard Stevens

Cause: Misjudged clearance - Eng 1 was responding with red lights and siren and, while crossing an intersection, struck a civilian vehicle

Medic 5 00-1-047 8/31/00 737 B File
Drv: FF/PM Jonathan Baxter
Cause: Medic 5, while responding to an incident, was sideswiped by a pick up truck

DOT Van 00-1-048 9/1/00 0 B Bill
Off: Lt. Rudolph Castellanos
Cause: DOT van was struck by a bicyclist who did not stop for a stop sign and left the scene

Battalion 9 00-1-049 9/1/00 207 C File
Off: B/C Alfred Quartaroli Drv: C/A David Johnson
Cause: Batt 9 was responding to an emergency, slowed down before crossing an Intersection, and was struck by a civilian vehicle

Service Squad 1 00-1-050 9/2/00 890 C File
Drv: FF Paul Kurpinsky
Cause: Misjudged clearance - While pulling away from Station 2, SS 1 made contact with a civilian vehicle

Medic 36 00-1-051 9/2/00 733 A File
Drv: FF/PM Frederick Binkley
Cause: Misjudged clearance - Medic 36, while responding, struck an illegally parked motorcycle

Rescue 1 00-1-052 9/4/00 586 B Bill
Off: Lt. Frederick Walsh Drv: FF Frank Cuffe
Cause: Open door - While Res 1 was returning to quarters, the driver of a stopped civilian vehicle opened driver's side door into path of Res 1

AWSS 00-1-053 9/6/00 930 B Bill
Drv: U/Plumber Mike Hara
Cause: AWSS vehicle was struck by a civilian vehicle that was backing up

Battalion 1 00-1-054 9/6/00 912 B Bill
Off: B/C Gary Leal Drv: C/A Michael Kneis
Cause: Batt 1 was responding with red lights and siren, stopped before crossing an intersection, and was struck by a civilian vehicle

Medic 92	00-1-055	9/6/00	720	B	Bill

Drv: FRP Johnathan Frank

Cause: Medic 92, responding with red lights and siren, was struck by a civilian vehicle in the intersection

Engine 36	00-1-056	9/7/00	514	B	File

Off: Lt. Donald Frediani Drv: FF William Linney

Cause: Evasive action - Eng 36 struck a parked civilian vehicle in order to avoid a head on collision

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for September 2000.

Vice President Nakajo moved and Commissioner Roeca seconded.

President Roff wished to briefly report on the search for Chief of Department since it has been a matter of speculation. He wished to reassure everyone that the Acting Chief has full authority to manage the Department, and the responsibilities, initiative and leadership expected of him are no less than of anyone else who has headed the department. The Acting Chief has the full confidence of the Commission, which acknowledged that the department would be well and effectively managed while the search goes on.

President Roff explained that, at the Mayor's request, the search would be thorough and national in scope and result in the Commission recommending the names of three candidates to him. The Mayor has requested other large city departments, including MUNI, Recreation and Parks, Public Library and PUC, to undergo a similar search process. This process is not intended to exclude members of this department from becoming candidates. The national search will produce the widest possible pool of candidates and ensure that the

three finalists are the best qualified for the demanding challenges of this department and this city. Therefore, to ensure that the search covers all possible venues and is fair and professional, a national executive recruiting firm will be selected. The Commission is hopeful of having a contract with such a firm for approval at the next Commission meeting.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Meritorious Awards

Submitted for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, and Civilians, from May 2000 through July 2000, and for July 17, 1999:

a. Uniformed Members

Recipient	*Rank*	*Company*	*Date*	*Award*
Jon J. Del Bino	Lieutenant	Engine 3	05-06-00	Ltr. of Com.
Mark W. Sikora	Firefighter	Engine 3	05-06-00	Ltr. of Com.
Kenneth D. Smith	Firefighter	Engine 3	05-06-00	Ltr. of Com.
Patrick B. Higgins	Firefighter	Engine 3	05-06-00	Ltr. of Com.
James R. Castro	Firefighter	Engine 3	05-06-00	Ltr. of Com.
Anthony P. Soule	T/Captain	Truck 3	05-06-00	Ltr. of Com.
Jeffrey J. Malone	Firefighter	Truck 3	05-06-00	Ltr. of Com.
Kevin R. Kelly	Firefighter	Truck 3	05-06-00	Ltr. of Com.
Joe K. Lui	Firefighter	Truck 3	05-06-00	Ltr. of Com.
Eric F. Sadler	Firefighter	Truck 3	05-06-00	Ltr. of Com.
David C. Ritter	T/Lieutenant	Rescue 1	05-06-00	Ltr. of Com.
Jay Cleland	Firefighter	Rescue 1	05-06-00	Ltr. of Com.
Frank Cuffe	Firefighter	Rescue 1	05-06-00	Ltr. of Com.
Frank Puccetti	Firefighter	Rescue 1	05-06-00	Ltr. of Com.
James P. Harrington	Battalion Chief	Battalion 4	05-06-00	Ltr. of Com.
Alison K. Greene	Chief's Aide	Battalion 4	05-06-00	Ltr. of Com.
Paul D. Mangiola	FF/PM	Medic 3	05-06-00	Ltr. of Com.
James H. Green	Fire/Rescue PM	Medic 3	05-06-00	Ltr. of Com.
Hansjuerg Enz	Fire/Rescue PM	Medic 5	05-06-00	Ltr. of Com.
Robert A. Toutjian	FF/PM	Medic 5	05-06-00	Ltr. of Com.
Christopher Madsen	FF/PM	Medic 41	05-06-00	Ltr. of Com.
Kirt E. Thomason	Fire/Rescue PM	Medic 41	05-06-00	Ltr. of Com.
Kevin Chocker	T/PM Captain	EMS RC 1	05-06-00	Ltr. of Com.
David C. Ritter	Firefighter	Rescue 1	06-13-00	Ltr. of Com.
Steven N. Farac	Firefighter	Truck 14	06-13-00	Ltr. of Com.
Alson Lee	Battalion Chief	Battalion 1	07-04-00	Ltr. of Com.
Charles Kwong	Firefighter	Truck 9	07-04-00	Ltr. of Com.
Anthony R. Smerdel	Lieutenant	Rescue 2	07-17-99	Class C

b. Civilians

Wayne Fennell			06-01-00	Cert. of Com.

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

D. Meritorious Awards

Presented awards from the United States Lifeguard Association to the following members for assisting with a surf rescue while off duty:

Firefighter Frank Hsieh
Firefighter Steve Miller

Battalion Chief Paul Chin thanked the Commission for the opportunity to make this presentation on the behalf of the United States Lifeguard Association. He explained that this is the body that governs the Departments water rescue program, a program recognized nationwide. He added that the Fire Department is one of the first to be recognized by the association as a water rescue entity.

Battalion Chief Chin read a letter of commendation received from the association wherein they commend Firefighter Frank Hsieh for the actions he took which resulted in the saving of three lives at Ocean Beach. Two exhausted victims were towed to safety but a third was missing until Firefighter Hsieh spotted him, floating face down, swam out and towed him ashore. CPR was administered by Firefighter Hsieh and two Park Rangers until paramedics came and transported the victim to UC Hospital, continually administering CPR and advanced life support. The victim eventually regained a pulse and is expected to make a full recovery. The commendation cites Firefighter Hsieh for outstanding courage and professionalism and Battalion Chief Chin congratulated him for a job well done.

President Roff recognized former Supervisor Tom Hsieh and Mrs. Hsieh, who attended the Commission meeting to make a presentation from Mayor Brown. The Mayor wished to commemorate this particular action by Firefighter Hsieh, who happened to be off-duty at the time of the incident. Supervisor Hsieh noted that since serving on the Board of Supervisors and on the Police Commission, he had always had the highest regard for the uniformed personnel of the city. He read the proclamation wherein the Mayor lauded Firefighter Hsieh for his actions and proclaimed October 12, 2000, to be Frank Hsieh day in San Francisco.

In addition, Sara Procacci, Legislative Analyst for Supervisor Michael Yaki, wished to offer a resolution from Supervisor Yaki and the Board of Supervisors commending Frank Hsieh for his bravery. The Board wished to offer the resolution also as a testament to the Hsieh family for their commitment to public service. She congratulated Firefighter Hsieh and his family for their service. Ms. Procacci also presented a Certificate of Honor to Firefighter Steve Miller, who was not present to accept it.

E. Fire Commission Resolution

Submitted for adoption Resolution No. 00-3 establishing cash awards for Class C medal recipients (attached).

Commissioner Roeca moved and Commissioner del Portillo seconded. There were no questions or discussion and Resolution No. 00-3 was adopted on recommendation of Chief of Department.

F. Special Presentation

Division of Management Services – Assistant Deputy Chief Khairul Ali

Assistant Deputy Chief Khairul Ali presented an overview of the six sections that comprise the Management Services Division, which significantly contributes to the various functions that ensure a smoothly running San Francisco Fire Department. Chief Ali stated that the mission of her division was to (1) disperse maintain adequate staffing; (2) develop, implement, maintain policies and procedures to ensure a workplace free of discrimination and harassment; (3) develop relationships with the community through public education and mentoring programs; and (4) develop multi-functional leaders and teams, cross-trained in basic emergency skills, so that citizens are able to be self sufficient or serve as an adjunct to the City's emergency services in a major disaster.

Chief Ali stated that in order to achieve the above goals, there were six sections that she oversaw. The *Investigative Services Bureau (ISB)*, headed by Captain Mark Donnelly, investigates internal affair complaints; ensures that Department personnel maintain valid driver's licenses; prepares reports and supplies testimony before the Civil Service Commission and the Fire Commission regarding investigations; maintains the rehabilitative drug and alcohol program; gathers background information on potential Department employees; serve as liaison with the City Attorney, the District Attorney and local police agencies; and works closely with the Fire Exam Unit and the Department Physician's Office.

The *Bureau of Assignments,* headed by Battalion Chief John Murphy, is responsible for the daily staffing of the Department. Assignments monitors, tracks and schedules personnel in order for the Department to maintain adequate levels of staffing. Currently, Assignments communicates with the Department through an antiquated Wang system but it is in the process of being upgraded with PeopleSoft software, which will improve the efficiency of day-today operations. In the near future, the uniformed staff in Assignments will be replaced by civilian personnel to reduce budgetary constraints.

Community Affairs, headed by Lieutenant Fernando Juarez, is responsible for educating the public by providing floor warden training to adults, presentations to children, and by attending health and safety fairs. Community Affairs also works in concert with the Chief's Office by detailing apparatus to community events. The work of Community Affairs is one of the reasons that the Fire Department has such a great presence and such good community relations throughout the city. Additionally, Community Affairs responds to written and telephone requests for a Fire Department presence at nonprofit events. They are also responsible for educating and training the community in fire prevention and safety, as well as, arranging meetings for visiting dignitaries. Chief Ali invited Lieutenant Juarez to explain in more detail some of his activities and answer questions from the Commission.

Mail and Reproduction, staffed by Lieutenant Jonathan Low, is responsible for printing and distributing vital information throughout the Department, including manuals, General Orders and Commission minutes. Mail and Reproduction is also responsible for ordering and distributing the Department's office supplies and for pickup and delivery of inter-office mail. Lieutenant Low explained how new technology, namely, two digitally networked Xerox copiers/printers, will provide greater convenience and faster turnaround at Headquarters since print requests can originate at a requestor's desk PC. Another item that will streamline supply ordering, is the switch to Corporate Express as the vendor of choice for office supplies. It will be possible to order supplies on line and they will be delivered directly to the firehouses instead of Headquarters.

Chief Ali noted that *Records*, staffed by Anna del Cid, is responsible for filing and maintenance of non-fire incident reports, in addition to providing statistical data for new fires. The Department's records over three years old are retained on microfiche at Alpha Micro Graphics.

Chief Ali pointed out that the *Toy Program* is organized by Local 798, staffed by off-duty firefighters and volunteers, and has been headed by John Volker for the past eleven years. The Toy Program collects toys, or the money to buy toys, from citizens, corporations and small business, and distributes them to less fortunate children during the Christmas season, including AIDS wards and women's shelters throughout the city.

Chief Ali explained that *FLAME*, headed by Roger Bross, is a program similar to the Police Athletic League that provides quality basketball and baseball programs for thousands of boys and girls ages 6 through 19. The program is made possible by the generous donations of time and money by both active and retired firefighters.

Chief Ali introduced Lieutenant Patricia Yuen, who heads *NERT* (Neighborhood Emergency Response Team), and requested her to provide an overview for the Commission. Lieutenant Yuen stated that the department's NERT instructors are all San Francisco firefighters. They train the community, the public and many businesses, such as Charles Schwab and Macy's, in addition to nonprofit agencies and City departments, such as the mandatory training for certain Department of Public Works employees. Throughout the year, the Fire Department does 26 training sessions, each consisting of six classes. Over 10,000 people have been trained by NERT and they are the best public relations asset any organization can wish for. These people tell other people and also write to the Chief of Department stating how the training will make them less panicky in a disaster. She pointed out that in the Youth program held recently at Moscone Center, Cantonese students were trained in Cantonese since they did not speak English. The NERT program reflects the diversity of the Department since classes are taught in Cantonese, Spanish and even Russian-speaking instructors are available.

NERT has been successful in establishing concrete partnerships or working relationships with such organizations as the Red Cross, the Salvation Army, who provided lunch for one of the events, the Mayor's Office of Emergency Services and other nonprofit organizations. Lieutenant Yuen firmly believes that in a disaster, when the Fire Department and the Police Department will be overwhelmed, NERT volunteers will provide the much-needed help for their city and their community.

Lieutenant Yuen thanked the many individuals throughout the Department who have contributed in some way towards the success of the program since without their assistance success would be more difficult.

Please note: A copy of the Management Services presentation may be requested from the Commission Secretary.

G. Report on *Smoke Eaters Gazette* by Acting Chief of Department Paul J. Tabacco

Acting Chief Paul Tabacco provided some background information on the publication and an update on the current status. He stated that the publication started appearing in 1998 in firehouses and other Department facilities. It was brought to the attention of Chief Demmons who initiated an internal investigation that did not yield any substantive results. Eventually, the police investigative unit became involved but also without

success of tracking down the authors. The Commission also held a hearing at which the local unions and other employee groups declaimed the publication.

Furthermore, since January of this year, the publication is appearing quarterly and not monthly as before. The publication has a disclaimer stating that it is an unofficial publication that is concerned with the deterioration of the San Francisco Fire Department caused by the use of race and gender as criteria for promotion. Chief Tabacco believes that this disclaimer is its basic premise for existence and it is also why it has been so soundly denounced both by the Commission and by the employee organizations.

Chief Tabacco related that he had spoken to the Police Department's investigative unit a number of times but they have been unable to discover anything. They will collect any future copies of the Smoke Eaters Gazette to see if they can get a lead on its authors and the case remains open.

President Roff noted that it was a renegade publication that did a great disservice to the Department. It provided fodder to those who are critical of the Department and wish to tear it down and undermines all the great work that the department is accomplishing.

Commissioner del Portillo considered that writing something anonymously, whether on sexism or racism, was an extremely cowardly way of handling an issue, especially when the privilege is extended of open discussion. She considered that the manner, in which it is being handled, that is, anonymously, is almost worse than the content of this particular publication.

H. Communications Received by Commission

Two communications were received by the Commission September 22 2000 through October 5, 2000.

I. Public Comment

Mark Hayes, member, Board of Directors, Local 798, agreed with Commissioner del Portillo that it was a cowardly way to express one's views, hiding behind an anonymous newsletter. He wished to reassure the Commission that Local 798 has nothing whatsoever to do with the *Smoke Eaters Gazette,* has denounced it in the past and still denounces it.

Mr. Hayes complimented Management Services on their excellent presentation but wished to go on record that Local 7988 will stand against civilians replacing uniformed personnel in the Bureau of Assignments. He explained, for the benefit of the Commission, that the Assignments Office maintains the staffing of Engines, Truck companies, battalions, and ambulances, insuring that the Department is fully staffed each day. Mr. Hayes believes that it is a difficult job, being carried out well by current the uniformed members in the Assignments Office, and that it would be a grave mistake to change to civilian personnel.

John Darmanin stated that no credence should be given to the *Smoke Eaters Gazette* either by the Commission or by any member of the Department. He believes that by continuing to bring it up at Commission meetings generates publicity for the publication. He hoped the Commission would not bring it up until the authors have been found, and just put it to rest as the rank and file have done. Mr. Darmanin also requested that the search for Chief of Department be expedited, even though he was aware that the extended search is at the request of the Mayor. He believes that the Department has a

competent Chief in Paul Tabacco, with excellent qualifications, but being *Acting* is difficult for everyone. Mr. Darmanin urged for a quicker and more expedient process.

Tyrone Pruitt, President, San Francisco Black Firefighters Association, expressed his appreciation of the Management Services presentation and wished to address the issue of the *Smoke Eaters Gazette*. He suggested that the Chief of Department and the Commission issue some specific instruction to the members of the Department on the actions to take when the *Smoke Eaters Gazette* surfaces in the firehouses. Mr. Pruitt believes that it should be treated like any other offensive or harassing item that creates a hostile environment.

Mr. Pruitt expressed his concern regarding the hiring of Afro-American women for the Department. Currently, none of the 107 recruits are Afro-American women. He had discussed this matter with Chief Tabacco. Mr. Pruitt hoped that something could be done to bring Afro-American women into the Fire Service, and as soon as possible onto the new list.

Chief Tabacco responded that he has been working with Mr. Pruitt to solve these problems. Chief Tabacco requested Binnie Singh, Director, SFFD Human Resources, to respond to the exact numbers but he believed that there would be some African-American women coming into the next class. Ms. Singh stated that the remaining cadet list is very diverse in terms of women and minorities. She further explained that the Department has had to put its efforts into hiring H3 Paramedics due to the need in the field but that the next two classes will have minorities and women.

Commissioner Roeca did not agree with concept of ignoring the *Smoke Eaters Gazette* and by not giving it recognition hoping that it may go away. Even though the authors were invited to come and speak before the Commission, they did not appear for the reason well stated by Commissioner del Portillo. Even though the authors of the publication are cowardly in their behavior, the Commission will not ignore the publication as if it did not exist. The Commission will remain vigilant and persist in its efforts to discover the authors and rout the publication from the firehouses.

Commissioner Nakajo wished to comment regarding civilians working in the Assignments Office. He believed if personnel is well trained and experienced, it matters little whether civilian or uniformed personnel is used in the Assignment Office and in Communications. Commissioner Nakajo noted that there is a great need for firefighters in the field, Suppression or EMS, in order to reduce Department overtime.

President Roff adjourned the meeting in memory of Firefighter John Williams who served in the Department for 30 years. He retired on August 22, 1973, as a Chief's Operator.

J. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:40 p.m., out of respect to the memory of Chief's Aide John Williams.

Tania Bauer
Secretary

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
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Tania Bauer, *Secretary*

SAN FRANCISCO FIRE COMMISSION

RESOLUTION 00 - 3

WHEREAS, the following members of the San Francisco Fire Department have been commended for outstanding bravery in the performance of fire duty, voluntarily and with full knowledge of the danger involved, as recommended by the Merit Advisory Board and under the provisions of General Order 97-A-89; and

WHEREAS, Acting Chief of Department Paul J. Tabacco recommended to the Fire Commission that said members be rewarded under the provisions of Section A8.405 (c)(4) of the Charter of the City and County of San Francisco;

WHEREAS, the Fire Commission thanks the members of the Fire Department for their actions on behalf of the citizens of San Francisco and commends them for their attention to duty; now, therefore be it

RESOLVED, that Captain Gerald Shannon, Lieutenant Anthony Smerdel, Paramedic John Grimaldi and Firefighters Sabine Balden, Robert Guldbech, Anthony Yee, Britton Smith, Jerry Chiang and Petra Johnson are hereby awarded *Class C* medals and granted a reward of $100 each, as provided for under said Section of the Charter.

Adopted at the regular meeting of the San Francisco Fire Commission on October 12, 2000.

Ayes: Roff, Nakajo, Roeca, Norman and del Portillo
Nays: None

Tania Bauer, Commission Secretary

ROBERT J. O'DONNELL
FIRE CHIEF

MANAGEMENT TEAM

DON R. CIUCCI
DAVID DEWEY
STEVE HAWTHORNE
BOB PADREDDII
JOHN POWELL
JAMES C. ROWLANDS

DALY CITY FIRE DEPARTMENT

10 WEMBLEY DRIVE
DALY CITY, CALIFORNIA 94015-4314

PHONE (650) 991-8138
FAX (650) 991-8090

Acting Fire Chief Tabacco
San Francisco Fire Department
698 Second Street
San Francisco, Ca

September 26, 2000

Dear Chief,

On Thursday September 21, 2000 at 1816 hours we had a structure fire which originated at 29 Peoria Street and had extended to 35 Peoria Street. The Greater Alarm Plan was activated for a 2nd, 3rd and ultimately a 4th alarm to extinguish and overhaul this fire. The hard work by Engines 33 and 43 on the initial alarm allowed us to confine the fire to the original structures.

I would like to express my thanks and appreciation to you, your Chief Officers and the Engine companies that were involved in fighting this fire.

Sincerely

Battalion Chief Bob Padreddii
Incident Commander

EDWARD J. FLYNN II

09/19/00

Chief Paul Tobacco
Chief of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Tobacco,

I was a minor participant in witnessing and helping in a very serious auto accident that happened by Port Sonoma last Friday. There was a rollover of a pick-up truck and I was pulling over to help and one of your employees was the first person on the scene. He immediately told me to keep dialing 911 (I kept getting the Spanish translation) and he took over – pulled the driver out of the upside-down truck, checked him out, calmed him down, kept everyone away from the dripping gas, went into the cab of the car to get the man's personal belongings, and generally kept everything under control until the highway patrol showed up. He really was very professional and in my humble opinion an excellent representative of your Department. His name is Barry Hirsch and he said he was in Division Three and a paramedic. That's about all I know about him – but if all of your people are trained and react like he did – you are doing a fantastic job.

Sincerely,

Edward J. Flynn II

3000 BRIDGEWAY # 205 • SAUSALITO CA • 94965
PHONE: 415-289-0250 • FAX: 415-289-0253

Cheryl Parrott
Secretary
Westwood Park Homeowner's Association
720 Miramar Avenue
San Francisco, CA 94112
415-586-0166

September 25, 2000

Paul J. Tabacco
Acting Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Tabacco:

WOW!
THANK YOU!

Thank you for allowing the Fire Department to attend Westwood Park's Annual Meeting on Saturday. Everyone was thrilled with Battalion Chief Carlomagno's presentation and Station 15's truck. The firefighters were so friendly and warmly welcomed the children to explore the truck. I must say your firefighters stole the "show".

We appreciate your hard work in making our community a safe place to live.

Again, our warmest thank you for your participation.

Regards,

Cheryl Parrott
Secretary

Cc: Battalion Chief Carlomango
Melissa Lerma

Dear Bob.

Just a note to thank you for all the help you gave our family when my husband was ill at the airport. All your co-workers were very caring and it made the ordeal a lot easier. I was also impressed at the way United Airlines took care of the hotel and extra travel arrangements, please pass on my thanks to all the staff there.

I used to work as a flight attendant for British Airways and so I can be rather critical of other airlines but I can only give the highest praise to all concerned. Thanks again Marion Thorn

...because it meant everything to me.

Thank You So Much

from
Marion Tod
– family.

On a Saturday afternoon one day, the house (pic. enclosed) down the street exploded.

I wanted to let you know how proud I was to be a citizen of this town after observing the heroic deeds of the firefighters.

They were at the house in about 5 minutes, a second truck arrived and I felt like I was on the set of a movie. Firefighters on the roof, in the house, securing the residences around the burning home. The police arrived and secured the area.

My 1st concern was my own residence several houses away, but after help had arrived I was extremely relieved. I live on the 1700th block of 45th Ave in the Sunset district. 2 stations responded and I was happy to see 4 women included in the teams. I think the San Francisco Fire Department should be proud of their members. They are hardworking, heroic and dedicated people. Thank You and keep up the good work! Sincerely,

Liz Ross

Monday 21st August 00

I relate to what happened on June 24th, towards 10.30 PM..

On leaving the plane Detroit-San Francisco I suddenly, for no apparent reason, .. * fainted.

When I 'came to', I realised I was on the floor, with a number of very useful and kind people around me : i.e helpers from the Fire Brigade etc..

This letter is sent to thank <u>everyone</u> who cared for me at the time and to tell them I feel fine .. and has been ever since.

As one would say it was 'one off' !!

We had travelled from London the same day. I've read since, by chance, if you are travelling long distance, you should take your shoes off and 'exercise your ankles and toes' to help the blood circulation ...

Well, I did not !!!!

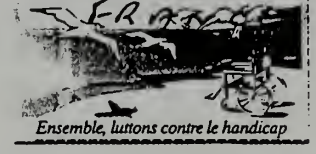
Anyway, again I thank you all, with all my heart

I am back home; would you believe, at this very moment * there is a song about San Francisco !! So far away from L.A. etc....

* on the radio of course

Très sincèrement

Mme Janine BOOTH
16 Village la Faziliere
79240 VERNOUX EN GATINE



J Booth

FIRE COMMISSION
City and County of San Francisco

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

12/00

No. 00-37

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – October 26, 2000 – 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley Roff
Vice President Stephen A. Nakajo
Commissioner Pat Norman
Commissioner Russell S. Roeca

Commissioner Carlota del Portillo was excused because of family emergency.

Paul J. Tabacco	- Acting Chief of Department
Ray Balzarini	- Deputy Chief, Operations (Acting)
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Joanne Hayes-White	- Division of Training
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	- Emergency Medical Services
Marshal Isaacs, M.D.	- Emergency Medical Services

Chief Officers – Firefighting Services:

Johnny R. Lo	- Division 1
Richard D. Bracco	- Division 2 (Acting)
Aaron C. Stevenson	- Division 3

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2. APPROVAL OF THE MINUTES

Regular Meeting of October 12, 2000, and Special Meeting of October 4, 2000.

Commissioner Roeca moved and Vice President Nakajo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through G) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during September 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *October 2, 2000:*

H3 Firefighter/Paramedic

Michael J. Ahern (vice: Attrition Savings)
James F. MacDonell (vice: Attrition Savings)

Reporting the following PERMANENT EXEMPT appointment effective *October 2, 2000:*

1649 Accountant Intern

Elizabeth Salazar (vice: TX'd from 1652 Senior Accountant)

(Note: Employee is physically located at Controller's office, but on SFFD payroll)

Temporary Appointments

Reporting having made 254 temporary appointments September 16 through September 29, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type*	*Retirement Date*
Dunn, Franklin H.	H40 Battalion Chief	Service	Sep. 30, 2000
Edwards, James R.	H39 Capt., Div. of Training	Service	Sep. 30, 2000
Castro, James R.	H2 Firefighter	Service	Sep. 16, 2000

(Retirement Certificates will be presented at a Fire Commission meeting in November)

D. Suspension

Reporting suspension of H1 Fire Rescue Paramedic Martha Cody, Medic 9, for two days, August 16 and 17, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness/Failure to Report).

E. Resignation

Submitting resignation of Probationary H3 Firefighter/Paramedic Eric Roach, effective close of business October 14, 2000. (Resigned with satisfactory services. Started work 01-10-00.)

F. Leave of Absence

Submitting request for leave of absence for H33 T/Paramedic Captain Charles Dennis McDevitt, for one month, (sick leave with pay), from August 30 through October 1, 2000.

G. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for September 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident No./Category/Unit*	*Date of Accident*
Christine Sherron	$ 619.67/ 619.67	99-0-175/ (A) /Truck 1	02-14-00
Gerardo Elizordo	7,987.45/ 4,717.47	99-0-190/ (C) /Medic 5	03-07-00
Jerilyn Henderson	2,474,48/ 2,474.48	99-0-262/ (A) /Truck 11	06-21-00
Alex Fuentes	635.33/ 635.33	00-1-013/ (A) /Engine 21	07-13-00
Shun Lee Co.	1,474.03/ 1,474.03	00-1-024/ (B) /Engine 25	07-29-00

Vice President Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and Items A through G on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Professional Services Contract

Submitted for approval a proposed professional services contract in the amount of $49,500 from The Hawkins Company, an executive recruitment firm, to conduct a search for the Chief of Department.

Commissioner Roeca moved and Vice President Nakajo seconded.

John Darmanin wished to have several questions answered regarding the Hawkins Company contract. He wished to know if there was an effort to retain a local company instead of one based in Los Angeles. He noted that the duration of the contract seemed too long and that the cost seemed excessive. Mr. Darmanin referred to a proposal that had been received in February 2000.

The Secretary responded that the proposal referred to a process that the Purchaser used to select a pool of acceptable executive recruitment firms from which various city departments could select a contractor, without going through the bidding process itself, in order to shorten the overall search process. These firms are 12B compliant as well as compliant in other matters set forth by the Human Rights Commission and the Purchaser.

President Roff added that the firm selected by the Commission has widespread experience in finding top executives for a number of cities across the country, including public safety and emergency services officials. He emphasized that it was the intent of the Commission to move the process along with alacrity.

There were no questions or discussion and the proposed professional services contract was approved.

C. Communications Received by Commission

Four communications were received by the Commission from October 6, 2000 through October 19, 2000.

D. Public Comment

Supporters of Horacio Candia wished to present public comment in support of him. Deputy City Attorney John Cooper told them that they could speak about the procedures that the Commission has followed for his hearing but could not address specific matters that were addressed in the hearing itself, since that would have to be noticed under the Brown Act.

Lawrence Murray, Horacio Candia's attorney, stated that he had been told that public comment could be presented by the public as it related to Candia. Mr. Cooper responded that this was just general public comment and not comment on a specific agenda item. Mr. Murray agreed to withholding comment at this point.

John Darmanin reiterated that a speedy process is needed for the selection of Chief of Department, and that it was neither fair to the current Acting Chief, Paul Tabacco, nor to the members of the Department to prolong the process. Mr. Darmanin added that he personally wished to thank Chief Tabacco for attending a union meeting and responding to questions. When confronted with questions that he could not answer, Chief Tabacco stated that he would get back with the answers. Mr. Darmanin believed this type of open discourse was a step in the right direction in building up the morale of the membership.

5. Consideration of request to present closing arguments by parties prior to Commission deliberations on the Special Hearing concerning a formal complaint filed by Chief of Department against Chief's Aide Horacio Candia

This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. *Public Comment on all matters pertaining to Closed Session*
2. *Reconvene in Open Session*

a. *Possible report on action taken in Closed Session, pursuant to Government Code Section 54957.1, and 54957.7, and San Francisco Administration Code Section 67.14(b).*

b. *Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).*

President Roff removed Item 5 from the calendar and stated that closing arguments by parties, of ten minutes each, would be heard before the full Commission in open session and before deliberations began in closed session. He indicated that the Secretary would schedule deliberations in the near future and would notify Mr. Murray.

Mr. Murray thanked President Roff for the opportunity but wished to bring to his attention that there were 12 to 15 individuals who intended to speak tonight on behalf of Mr. Candia. President Roff reminded Mr. Murray that the evidentiary hearing was completed and the case is being submitted by the hearing officer to the Commission for deliberations. Mr. Murray responded that the individuals in question wished to provide public comment regarding the disciplinary action against Horacio Candia and not necessarily evidence.

Mr. Cooper reminded Mr. Murray that his client had requested a closed session. If it would have been in open session, Mr. Candia's supporters could have been heard at any time during the hearing. Mr. Murray stated that Mr. Candia's supporters did not wish to address a specific issue of evidence but wished to express their feelings regarding how the Department has handled the problems that occurred in this case. Mr. Cooper stated that the Commission's decision should be based solely on the evidence that was presented.

President Roff pointed out that in wishing the public comment to occur before the Commission's deliberations, Mr. Murray expects that this comment could be persuasive toward a decision, one way or the other, by the Commission. He believed it preferable to wait until after closing arguments and deliberations have taken place. Deputy City Attorney Cooper agreed with President Roff and believed that the appropriate time for this specific public comment was after the Commission has reached it's decision.

Mr. Murray asked that the individuals who are present for public comment should be given an opportunity to voice their concerns about how the Department operates and handles this type of issue. Mr. Cooper replied that this was not a matter on the agenda and before the Commission. He explained that the public comment being referred to is on whether or not the Commission should go into closed session.

Tyrone Pruitt, President, Black Firefighters Association, believed that the public should have had an opportunity to comment under *Item D. Public Comment* on the Commission agenda because it is a matter within the jurisdiction of the Commission. He stated that the public should be provided the opportunity and the Commission must allow them to make a statement on matters concerned with the Fire Department, and if they are not allowed to speak at the appointed time on this agenda, then their rights are being violated.

Deputy City Cooper responded that the public has a right to be heard but the public also has a greater right and, that is, the right to be notified about matters that are before the Commission. The matter referred to by Mr. Pruitt at this time, is not the matter that is on the agenda.

President Roff wished to assure every one that there would be an opportunity to make public comment if they wish to do so.

Valerie Tulier wished a clarification on when public comment on the Candia matter can be provided since it could not be under*: Public comment on all matters pertaining to Closed Session*. She stated that there was considerable community concern over the Candia issue and that the Commission should hear it before making their decision.

6. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 6:45 p.m.

Tania Bauer
Secretary

C.M. PELETZ CO.
GENERAL CONTRACTORS
55 NEW MONTGOMERY STREET, SUITE 624
SAN FRANCISCO, CA 94105

CYRIL M. PELETZ, CIVIL ENGINEER
CONTRACTOR'S LICENSE NO. 176613
(415) 543-0800
FAX (415) 543-0881

21384

July 18, 2000

RECEIVED
AUG 31 2000
BY: MAYOR'S OFFICE

Mayor Willie Brown
City Hall
401 Van Ness Avenue
3rd Floor, Room 336
San Francisco, CA 94103

Dear Mayor Brown:

Last Saturday my wife fell on the sidewalk at Columbus in North Beach and broke two bones in her ankle.

At the suggestion of her doctor, I called 911 and emergency personnel came to our condo immediately.

I wanted to let you know how pleased we were with their service and their professionalism. The people of SFFD Medic No. 2 consisted of Michael Breiling and Melany Brandon. They were both most efficient and sympathetic and Michael Breiling was especially thoughtful and competent. Also SFFD Engine No. 41 responded and the personnel were also extremely efficient.

In an emergency situation like the one we had a layman is not equipped to deal with things and it is so gratifying to know that the city has people who can operate during these conditions.

If you will, I would appreciate it if you notify both Mr. Michael Breiling and Ms. Melany Brandon as well as the Fire Department Engine No. 41 personnel as to how pleased my wife and I were with their superior performance.

Very truly yours,

Cyril M. Peletz

State of California • The Resources Agency
DEPARTMENT OF PARKS AND RECREATION • P.O. Box 942896 • Sacramento, CA 94296-0001
(916) 653-8380

Gray Davis, Governor
Rusty Areias, Director

OCT 12 2000

Mr. Dan Sullivan, Assistant Deputy Chief
San Francisco Fire Department
Division of Support Services
698 Second Street
San Francisco, California 94107-2015

Dear Chief Sullivan:

On behalf of Governor Gray Davis and the people of California, I would like to sincerely thank you, your staff, and the crew of the *Guardian* for bringing the fireboat to Sacramento to kick-off "Celebrating California – Admission Day 2000," commemorating California's 150th year of statehood. The historic vessel *Alma* symbolized the significant role that the maritime industry played in California's heritage. The *Guardian* provided the perfect celebratory backdrop for the *Alma's* entrance into Old Sacramento. Your short voyage together from the Sacramento Yacht Club to Old Sacramento was a major highlight of this three-day historic event.

This effort would not have happened without dedicated staff who ensured that all logistical issues were identified and addressed. Please convey my appreciation to Bob Costa, Senior Marine Pilot, who provided leadership, guidance, and logistical support in planning the *Guardian's* journey as well as the crew and those who provided staff support.

California's rich heritage came to life through exhibits, demonstrations, dance, music, presentations, and theatrical reenactments. This was the largest and highest quality living history event ever held in California. The Sacramento Bee quoted fourth-grade teacher Patricia Von Petner as saying "My whole curriculum is here!" Attendance at the three-day exceeded all our expectations. Officials estimate over 100,000 visitors attended the three-day event.

While Celebrating California recognized California's past, this festival was also history in the making. When future generations recall the event that recognized California's 150th year of statehood, they will find archives and documentation of Celebrating California, its activities, participation, and support. We hope you and your staff are proud to have been a part of this significant event. Once again, thank you for your important contribution.

PS Great Job!

Sincerely,

Rusty Areias
Director

P.S. Where my picture?

October 14, 2000

Mayor Willie Brown
1 Carlton B. Goodlett, #200
San Francisco, CA 94102-4689

Dear Honorable Brown,

I am drafting this short note supporting the Neighborhood Emergency Response Team Training Program.

Through my employment at HIH Insurance, I completed the NERT training this summer. I learned disaster medicine, hazard mitigation and light search & rescue among other useful techniques. This program is vital in preparing San Franciscans for a major earthquake when all government agencies will be overwhelmed. NERT will save lives! Therefore, this City's government should support this program.

I would also like to take this opportunity to thank the firefighters, who trained us. They are knowledgeable and kind.

Sincerely Yours,

Howard K. Au
5180 Mission Street, #305
San Francisco, CA 94112

cc: Board of Supervisors
Fire Commission

FIRE COMMISSION
City and County of San Francisco

F
:50
2

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

1/9/00

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-40

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – November 9, 2000 - 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley R. Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman
Commissioner Russell S. Roeca

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Paul J. Tabacco	- Acting Chief of Department
Bernie F. Lee	- Deputy Chief, Operations
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Staff:

Richard C. Shortall	- Emergency Medical Services
Marshal Isaacs, M.D.	- Emergency Medical Services

Chief Officers – Firefighting Services:

Henry T. Smith	- Division 1 (Acting)
Arthur W. Kenney	- Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of October 26, 2000.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through G) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during October 2000.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, September 16 through September 29, 2000, and September 30 through October 13, 2000.

B. Appointments

Temporary Appointments

Reporting having made 246 temporary appointments September 30 through October 13, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type*	*Retirement Date*
Sorrells, Cordia	H33 EMS Captain	Service	October 27, 2000
Leonard, Allan J.	H20 Lieutenant	Service	October 28, 2000

(Retirement Certificates will be presented at a Fire Commission meeting in November)

D. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Donnelly, Mark E-9	H30 Capt.	10-25-00 thru 10-27-00	3	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Meneses, Ferdinand Sgt E-6	H2 FF	10-14-00 thru 10-15-00	2	US Army Res. Oakland, CA	Attend Active Duty Training

E. Suspension

Reporting suspension of the following:

H3 Firefighter/Paramedic James App, Medic 2, for two days, November 5 and 6, 2000, for violation of Section 3002 of the Rules and Regulations (Inspection after Roll Call).

H3 Firefighter/Paramedic Andrew Baron, Medic 35, for two days, November 5 and 6, 2000, for violation of G.O. A-56 (Security of Equipment).

H3 Firefighter/Paramedic Paul Jug, Medic 36, for two days, November 2 and 3, 2000, for violation of Section 3002 of the Rules and Regulations (Inspection after Roll Call).

H2 Firefighter Manuel Alvarenga, Truck 14, for six work days, November 18/19, 21/22, and 24/25, 2000, for violation of the Rules and Regulations as follows:

Section 3905 – Unfamiliarity with Rules
Section 3201 – Conforming
Section 3204 – Uniform Off Duty
Section 1402 – Rules and Regulations, Orders
Section 3907 – Unauthorized Use of Authority of Uniform
Section 3922 – Acts Detrimental to Welfare of Department

H1 Fire/Rescue Paramedic Susan Berry, Medic 15, for six work days, November 18/19, 21/22, and 24/25, 2000, for violation of the Rules and Regulations as follows:

Section 3938 – Storage of Vehicles and Equipment on Department Premises
Section 3941 – Loss of Damage of Tools and Equipment
Section 3905 – Unfamiliarity with Rules
Section 2815 – Care and Maintenance
G.O. A-56 – Security of Equipment

H1 Fire/Rescue Paramedic Christopher Olsen, FR 52, for two days, November 10 and 11, 2000, for violation of G.O. A-56 (Security of Equipment).

F. Resignation

Submitting resignation of the following:

Probationary H3 Firefighter/Paramedic Todd Rueppel, effective close of business October 14, 2000. (Resigned with satisfactory services. Started work 01-10-00.)

2532 Paramedic Joshua Smith, effective close of business November 10, 2000. (Resigned with satisfactory services. Transferred from DPH 07-01-97.)

G. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Medic 35	00-1-057	8/5/00	718	C	File
Drv: Fire/Res PM Susan Berry					
Cause: Driver inattention - Medic 35, while making an illegal left turn, struck a Muni LRV					
Medic 10	00-1-058	8/15/00	723	B	Bill
Drv: FF/PM Charles McGowan-Faciani					
Cause: Medic 10, while responding with red lights and siren, was struck by a civilian vehicle in an intersection					

Engine 17 00-1-059 9/5/00 537 A File
Off: Lt. Anthony Smerdel Drv: FF Alexander Douglas
Cause: Misjudged clearance - While responding to an incident, Eng 17 scraped a parked civilian vehicle while making a right turn

Engine 1 00-1-060 9/5/00 513 C File
Off: T/Lt. John Diluzio Drv: FF John Sikora
Cause: Misjudged clearance - Eng 1, while responding to an incident, lightly grazed a civilian vehicle while making a right turn

Medic 1 00-1-061 9/8/00 719 A File
Drv: FF/PM Christian Gadbois
Cause: Misjudged clearance - Medic 1, while transporting a patient, and in an attempt to avoid a pedestrian while making a right turn, scraped a civilian vehicle

Medic 5 00-1-062 9/12/00 721 A File
Drv: FF/PM Jonathan Baxter
Cause: Misjudged clearance - Medic 5, while backing into a parking bay at UCSF, grazed a civilian vehicle which was double parked

Engine 16 00-1-063 9/16/00 533 A File
Off: Lt. Louis Bacciocco Drv: FF Michael Cotton
Cause: Misjudged clearance - While backing up from the scene of an incident, Eng 16 lightly struck a parked civilian vehicle

Medic 3 00-1-064 9/17/00 0 B Bill
Drv: FF/PM Michael Arsanis
Cause: While parked at the scene of an incident, Medic 3 was struck from behind by a civilian vehicle

Truck 1 00-1-065 9/18/00 607 B Bill
Off: T/Lt. Paul Mchugh Drv: FF Kenneth Hoover Tlr: FF Gary Barisone
Cause: While Trk 1 and a civilian vehicle started to make a right turn, the civilian vehicle turned into the left bumper of Trk 1

Medic 5 00-1-066 9/22/00 737 B Bill
Drv: FF/PM Bryan Hendon
Cause: While Medic 5 was parked at the scene of a medical incident, a civilian vehicle struck Medic 5's side view mirror

Medic 10 00-1-067 9/22/00 732 C File
Drv: FF/PM John Graf
Cause: Misjudged clearance - While transporting a patient to SFGH, Medic 10 in an attempt to pass a civilian vehicle lightly scraped the side of the civilian vehicle

Engine 12	00-1-068	9/23/00	532	A	File

Off: Capt. Daniel Murphy Drv: FF Stephen Martin

Cause: Misjudged clearance - While returning from an incident and travelling down a narrow street, Eng 12 struck an illegally parked civilian vehicle

Medic 41	00-1-069	9/24/00	709	A	File

Drv: FF/PM Daniel Verhage

Cause: While backing into a parking space, Medic 41 struck a civilian vehicle that was illegally parked on the sidewalk

Battalion 5	00-1-070	9/25/00	914	B	File

Off: T/BC John Peeff Drv: C/A Alexandra Alexander

Cause: While responding with red lights and siren, and making a left turn from the right lane, Batt 5 was struck by a civilian vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner Roeca moved and Commissioner Norman seconded. There were no questions or discussion and Items A through G on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for October 2000.

Commissioner Norman moved and Commissioner del Portillo seconded.

Acting Chief Tabacco wished to provide an update on the paramedic Engine Companies. He stated that within the last two weeks the Department had placed two more paramedic Engine Companies into service – one at Station 16 and the other at Station 44. Chief Tabacco indicated that the Department is continuing to expand its paramedic coverage throughout the city and hoped that more paramedic Engine Companies could be added in the near future.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Meritorious Awards

Presentation of a Class "C" medal, a Certificate of Meritorious Conduct, and a cash award to the following uniformed members:

Recipient	*Award*	*Date*
Firefighter Sabine O. Balden	Class C	06-21-98
Firefighter Robert J. Guldbech	Class C	06-21-98
Paramedic John Grimaldi	Class C	02-14-00
Firefighter Anthony D. Yee	Class C	02-14-00
Firefighter Britton L. Smith	Class C	03-09-00
Firefighter Jerry Chiang	Class C	03-26-00
Captain Gerald R. Shannon	Class C	05-20-00
Firefighter Petra Johnson	Class C	05-29-00
Lieutenant Anthony R. Smerdel	Class C	07-17-99

Acting Chief Tabacco invited Firefighters Anthony Yee, Petra Johnson, Sabine Balden and Britton Smith to come forward, one at a time, to accept the award. Chief Tabacco recited each Firefighter's heroic act and presented each with a medal, certificate and check. He congratulated the Firefighters, as did each member of the Fire Commission.

Firefighters who were not present to receive their awards were Firefighter Robert Guldbech, Firefighter Jerry Chiang, Captain Gerald Shannon, Lieutenant Anthony Smerdel and Paramedic John Grimaldi. The Secretary will mail their awards to them at a later date.

D. Special Presentation

Office of the Department Physician – Deborah Owen, M.D.

Deborah Owen, M.D., Medical Director, summarized the purpose of her office for the Commission, and that is, to coordinate and execute a comprehensive occupational safety and health program for the San Francisco Fire Department. A main component of this program is to develop and implement primary and secondary prevention strategies. In addition, Dr. Owen is also responsible for evaluating and certifying San Francisco Fire Department personnel for mandatory and return-to-work examinations and providing consultative services regarding work-related issues.

The principal activities of Department Physician's Office consist of the following: (1) Medical Examinations, (2) Workers Compensation Program, (3) TB Surveillance Program, (4) Influenza Vaccine Program, (5) Hepatitis B Vaccine Program, (6) Hearing Conservation Program and (7) Health Check Evaluations

Medical Examinations encompass the following types: Entry level, Promotional, DMV, Probational, Return-to-Duty, Hazardous Materials, Scuba Diver and general consultations. The Workers Compensation program consists of (1) Case management of members on disability; (2) regular meetings with SFFD Administration and the Workers Comp Division; and (3) analyzing work-related injury reports for risk management.

Discussion ensued with Commissioners asking various questions regarding Hepatitis C, the TB surveillance program and case management of members on disability. In addition, Commissioners inquired about the workload of Department Physician's Office and asked

what the ideal staffing level should be. Dr. Owen responded that she would like to see an additional Nurse Practitioner and/or a Physician's Assistant and a Clerk/Secretary to handle the voluminous paperwork.

E. Communications Received by Commission

Two communications were received by the Commission from October 20, 2000 through November 2, 2000:

F. Public Comment

John Darmanin, Firefighter, member of the Health and Safety Committee, was pleased to hear the Commission's interest in Hepatitis C screenings and TB testing. He noted the Commission's concern and recognition of the needed staffing levels in the Physician's Office. Mr. Darmanin explained that Dr. Owen had repeatedly asked for support staff but the funding had not been approved in the budget. He appealed to Commission for their assistance in resolving the funding issue.

Prior to hearing from the supporters of Horacio Candia, President Roff wished the make the following statement. He noted that this disciplinary case is before the Commission and a verdict has not been rendered. Testimony has been taken in the evidentiary portion of the formal hearing and both the Department and Firefighter Candia were well represented by attorneys. President Roff explained that Commissions are legislative bodies but the Fire and Police Commissions have a dual function because they also fulfill a judicial function by hearing disciplinary cases. President Roff pointed out that in disciplinary cases the Commission's decisions can only be based on the evidence presented before it. He cautioned those providing public comment that they are free to say what they wish but that the Commission will be guided and bound by the evidentiary record presented in the formal hearing.

The following supporters of Horacio Candia wished to provide public comment to indicate their support of him:

Suvaro Juarez, police officer, spoke in support of Horacio Candia.

James Licavoli, retired city employee, spoke in support of Horacio Candia.

Jennifer Walker-Kemp, tax preparer, spoke in support of Horacio Candia.

Bill Peavey, attorney, spoke in support of Horacio Candia.

George Pelham, funeral administrator, spoke in support of Horacio Candia.

Valerie Tulier, member, Latino Steering Committee, spoke in support of Horacio Candia.

Samuel Brown, CEO, Sam Brown Group, spoke in support of Horacio Candia.

San Rhame, Chiropractor, spoke in support of Horacio Candia.

Benjamin Santana, spoke in support of Horacio Candia.

Nyusa Young, paralegal, spoke in support of Horacio Candia.

Mike Sinclair, controller, spoke in support of Horacio Candia.

Yolanda Diaz, student, UC Davis, spoke in support of Horacio Candia.

Estelle Ayala Soto, accident victim, spoke through a translator in support of Horacio Candia

Robert Cannucci, Horacio Candia's brother-in-law, spoke in his support.

Zibecca, visitor from Germany, spoke in support of Horacio Candia.

Tyrone Pruitt, President, Black Firefighters Association, questioned the method of selecting the new Medical Leave Supervisor. He was aware that Brenda McCutcheon had been acting in that position and he wished to know if Ms. McCutcheon had been considered to continue to serve in that position. Mr. Pruitt stated that he will further investigate the selection process and will bring it to the attention of the Commission.

Mr. Pruitt also wished to address the situation when Horacio Candia's request for a representative from the Black Firefighters Association was denied. Mr. Pruitt considers the denial by the Department to be a serious offense and will further investigate it since he believes it to be a serious violation of a member's right to representation.

John Hanley, President, San Francisco Firefighters Local 798, pointed out that Local 798 is the officially recognized bargaining unit of San Francisco Firefighters. According to the MOU, if a representative is needed, whether for a urinalysis or any other matter, a representative from the official bargaining unit must be notified. In Mr. Candia's case, Mr. Hanley was notified and came to provide support for Horacio Candia.

G. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:45 p.m.

Tania Bauer
Secretary

DEPARTMENT OF CALIFORNIA HIGHWAY PATROL
San Francisco Area
455 Eighth Street
San Francisco, CA 94103
(415) 557-1094

October 30, 2000

File No.: 335.11827.A7727

Chief Paul Tabacco
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Tabacco:

I would like to express my appreciation for the assistance of John Marberry from Medic #36, and Mark Hayes from Rescue #1, that responded to a major injury traffic collision that occurred southbound US-101, north of I-280 in the city of San Francisco on October 13, 2000. The vehicle, which contained two adults and three children, ran off the roadway and struck a dirt embankment and tree. One of the children suffered major head trauma and it was imperative he received medical treatment immediately.

Mr. Marberry and Mr. Hayes were off-duty, but upon seeing the collision stopped to render assistance. Their help in providing life support was a key factor in the recovery of the child.

Again, please extend my sincere appreciation to both Mr. Marberry and Mr. Hayes for their assistance at the collision scene.

Sincerely,

P. R. BURNETT, Captain
Commander
San Francisco Area

POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

July 31, 2000

Chief Robert Navarro
San Francisco Fire Department
698 – 2nd Street
San Francisco, California 94107

Dear Chief Navarro:

I am writing to extend my gratitude for the help you gave our Police Department in the successful Joint Training Operation executed on July 19 and 20, 2000.

The members of the Special Operations Division training unit shared with me how you gave generously of your time and talent. You not only fulfilled their request, but went a step beyond expectation.

Your commitment in support for the training was invaluable. You handled your assignment to facilitate the training and contributed significantly to the overall success of the department-wide effort. I wanted you to know about your contribution to the effort and how much I personally appreciate it.

As we continue to strive for excellence in training for department members and be proactive in consequence resolution for the residents of this fine city, I trust that we can count on your help again. The magnitude and logistics of this training operation had never been attempted before and its success is a tribute to all the officers involved. I am personally grateful.

Sincerely yours,

FRED H. LAU
Chief of Police

FHL/mn

OFFICE OF THE DEPUTY CHIEF
RECEIVED
OCT 23 2000
SAN FRANCISCO FIRE DEPT

MELISSA HAMMERNESS
1523 Forge Road
San Mateo, California 94402
(650) 573-1290

October 30, 2000

Chief of Department
San Francisco Fire Commission
698 Second Street
San Francisco, California 94107

Dear Sir:

I would like to commend and thank the following firefighters and paramedics for saving the life of our father, Ted Cruz, last Monday, October 23rd, at the 16th and Potrero Safeway Store:

Lieutenant Nicki Griffey, Firefighters Acosta, McCoy, and Szela from Engine 29, and Firefighters Jaquysh and Song from Station 7.

Our father had a massive heart attack at Safeway. Your paramedics not only saved his life by the medical attention they administered, but they prevented any brain damage by arriving on the scene so quickly.

On Monday night, the doctors at UC Med said our dad was too weak to undergo an emergency bypass operation and they weren't even sure he'd regain consciousness.

Now, only one week later, our father has undergone a quadruple bypass, is sitting up in bed feeding himself, and is dictating a list of things he wants done at his business. Fifty-five years ago, he started off as an errand boy at the company he now owns, and he can't wait to get back in the saddle again.

Needless to say, my brother and myself, and the four grandchildren, will never forget the life-saving medical assistance the men and women of your department provided. Thank you.

Gratefully yours,

Melissa Hammerness

Brian Cruz
Melissa Hammerness

BURTON H. WOLFE •

1095 Market Street, #814
San Francisco, CA 94103-1631
Telephone: (415) 487-1787

September 28, 2000

Paul Tabacco, Acting Chief
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Chief Tabacco:

Inasmuch as the 911 operation has received negative comments from the media recently, I trust that you will welcome a different story.

On August 9th I suffered a massive heart attack: the kind that has killed many men and women. It occurred suddenly here in my office. The excruciating pain, difficulty in breathing, and perspiration pouring from my head, were unmistakable signs of a heart attack, and a big one.

I dialed 911 immediately, and the operator had me hooked into the Fire Department's emergency place in a matter of seconds. Whoever I talked to on the phone told me to lie still and try to relax as much as possible and the ambulance crew would come to my office at once. Although I was so whacked out that I cannot remember time exactly, it seems to me that the ambulance crew (or rescue crew, whatever you call them) reached my office in five minutes or less. They had the necessary equipment, medication, and knowledge to keep me breathing and conscious for the trip to the hospital. Their manner was very reassuring.

Because of the Fire Department crew's quick and skillful action, an emergency team at Pacific Medical Center was able to save my life through an orthoplasty that cleared my artery which was 100 percent occluded. But, without the Fire Department crew's quickness and skill, the chances were that I would not have survived the heart attack. So, it was the Fire Department crew's work, in the first stage, that saved my life.

I wish I had the names of the two men on duty August 9th at around 2 p.m., when the heart attack occurred. Since I do not, I would appreciate greatly your seeing to it that they receive copies of this letter. You also have my permission to post the letter or copies of it anywhere you want and to use the letter and copies in any way that you want.

I think those two men ought to receive some kind of commendation.

With my deepest thanks to the Fire Department and its Rescue Crew,

Burton H. Wolfe

Burton H. Wolfe

cc: Richard Shortall, Chief, Emergency Medical Services

H.E.L.P.
Homosapiens Educational & Legal Project

1095 Market Street, #814
San Francisco, CA 94103-1631
Telephone: (415) 487-1787

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Fiona Zhong
Biologist

Burton H. Wolfe
Author
Secretary-Treasurer

October 26, 2000

To Melany Brandon and Mark Gradney, Paramedics
Fire Station (Medic) 35
Foot of Harrison Street - Pier 22½
San Francisco, CA 94107-5

Dear Melany and Mark,

Ginni phoned me yesterday to inform me that you are the two paramedics who saved my life on August 9th. The enclosed copy of my letter to Chief Tabacco explains the details. Now I have the opportunity to thank you personally.

Your prompt action saved my life and enabled me to continue with unfinished projects. I hope that will make a difference to a lot of people.

With my lifelong thanks to you,

Burton

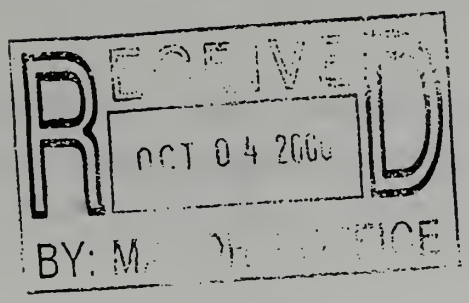
Burton H. Wolfe

cc: Paul Tabacco, Acting Chief
Richard Shortall, Chief of Emergency Services
Hadley Roff, President, S.F. Fire Commission

21759
out

Vladimir and Tanya Berkovsky
2374 Funston Avenue
San Francisco CA 94116

Attn. Mayor Willie Brown
San Francisco City Hall
San Francisco, California



September 12, 2000

Dear Mr. Mayor,

A sincere thank you is extended to Mr. Paul Piancone and Mr. Michael Breiling of San Francisco Fire Department Engine 40, Medic 18 for their professionalism and kindness.

On June 6 2000, being 9 months pregnant and expecting a baby any hour I suddenly realized that I had to go to the hospital as contractions had started. Unfortunately, we couldn't make it on time as the labor quickly progressed into the final stage. At that point my husband called 911 and in a few minutes the firefighters came to our house quickly followed by paramedics.

Our family was impressed by their professionalism and preparedness for baby delivery at home. In a few minutes our new family member was born - Laura Michelle Berkovsky.

Mr. Mayor, could you kindly make sure that these gentlemen are properly rewarded for the outstanding job they've done. People of that caliber are hard to find and we are really happy that such individuals are at the public service.

Sincerely,

The Berkovsky Family

SF
F50
#2
11/3/00
special

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Friday, November 3 – 2:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item No.

1. On **ROLL CALL,** the following were noted present:

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NOV 16 2000
SAN FRANCISCO PUBLIC LIBRARY

President	Hadley R. Roff
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

Vice President Nakajo was traveling on personal business.

2. **CLOSED SESSION** (Continued from meetings of 7/27/00, 8/21/00, 8/24/00 and 8/28/00, 9/5/00 and 10/4/00).

Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

1. Commissioner Norman moved for closed session and Commissioner Roeca seconded.

2. There was no public comment.

   The Commission went into closed session at 2:15 p.m.

3. The Commission reconvened in open session at 3:35 p.m. Commissioner Roeca moved and Commissioner del Portillo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

There being no further business, the Special Meeting was adjourned at 3:40 p.m.

Tania Bauer
Commission Secretary

SAN FRANCISCO FIRE COMMISSION

DOCUMENTS DEPT.

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SAN FRANCISCO
PUBLIC LIBRARY

MINUTES OF THE FIRE COMMISSION

Special Meeting, Thursday, November 16, 2000 – 2:00 P.M.

698 Second Street, Room 221, San Francisco, CA 94107

Item
No

1. On **ROLL CALL,** the following were present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo
Acting Chief of Department	Paul J. Tabacco

Also present: Jill Sprague, Deputy City Attorney, Counsel for the Fire Department
Lawrence Murray, Counsel for Horacio Candia
Marie Blits, Deputy City Attorney, Counsel for the Fire Commission

Horacia Candia
Tyrone Pruitt, President, San Francisco Black Firefighters Association

2. **PRESENTATION OF CLOSING ARGUMENTS BY PARTIES PRIOR TO COMMISSION DELIBERATIONS CONCERNING A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST CHIEF'S AIDE HORACIO CANDIA.**

Counsel for the Department argued for termination and Counsel for Horacio Candia asked for lenience and a lesser penalty.

3. **COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00, 7/13/00, 9/13/00, 9/14/00, 9/22/00 and 9/29/00).

Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3912 – Intoxicants/Drugs
Substance Policy – Employee Refusal for Drug Test
Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. There was no public comment pertaining to the closed session. The Commission went into closed session 2:50 p.m.

2. The Commission reconvened in open session at 5:20 p.m.

   a. Commissioner Roeca moved not to report any action taken and Commissioner del Portillo seconded. The motion was unanimously approved.

   b. Commissioner Norman moved not to disclose any discussion held during closed session and Commissioner Roeca seconded. The motion was unanimously

4. PUBLIC COMMENT

There was no public comment.

5. ADJOURNMENT

There being no further business, the meeting was adjourned at 5:25 p.m.

Tania Bauer
Secretary

SAN FRANCISCO FIRE COMMISSION

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JUN 12 2001

SAN FRANCISCO
PUBLIC LIBRARY

(Continued from the meeting of 11/16/00).

MINUTES OF THE FIRE COMMISSION

Special Meeting Tuesday, November 21, 2000 – 4:00 p.m.

698 Second Street, Room 221, San Francisco, CA 94107

Item
No

1. On **ROLL CALL,** the following were present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

2. **CONTINUED COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from meetings of 5/25/00, 6/8/00, 7/13/00, 9/13/00, 9/14/00, 9/22/00, 9/29/00 and 11/16/00).

   Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

   Section 3912 – Intoxicants/Drugs
   Substance Policy – Employee Refusal for Drug Test
   Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

   This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

   1. There was no public comment pertaining to the closed session. The Commission went into closed session 4:25 p.m.
   2. The Commission reconvened in open session at 5:05 p.m.
      a. Commissioner Nakajo moved not to report any action taken and Commissioner Norman seconded. The motion was unanimously approved.
      b. Commissioner Norman moved not to disclose any discussion held during closed session and Commissioner del Portillo seconded. The motion was unanimously

3. **PUBLIC COMMENT**

   There was no public comment.

4. **ADJOURNMENT**

   There being no further business, the meeting was adjourned at 5:05 p.m.

Tania Bauer, Secretary

F50
#2
11/21/00
special
5:00 p.m

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Friday, November 21 – 5:00 p.m.

698 Second Street, Room 102 ▪ San Francisco ▪ California ▪ 94107

Item No.

DOCUMENTS DEPT.

DEC 1 1 2000

SAN FRANCISCO PUBLIC LIBRARY

1. On **ROLL CALL,** the following were noted present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Pat Norman
Commissioner	Carlota del Portillo

Commissioner Russell S. Roeca was excused for business reasons.

2. **CLOSED SESSION** (Continued from meetings of 7/27/00, 8/21/00, 8/24/00 and 8/28/00, 9/5/00, 10/4/00 and 11/3/00).

Pursuant to the Ralph M. Brown Act, Government Code Section 54947 and 54954.5, and the San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session to consider nomination of candidates for appointment as Chief of Department to be transmitted to the Mayor.

1. Commissioner Norman moved for closed session and Commissioner Nakajo seconded.

2. There was no public comment.

   The Commission went into closed session at 5:15 p.m.

3. The Commission reconvened in open session at 5:55 p.m. Commissioner Norman moved and Commissioner del Portillo seconded not to disclose any action or discussion held in closed session.

3. **ADJOURNMENT**

There being no further business, the Special Meeting was adjourned at 6:00 p.m.

Tania Bauer
Commission Secretary

FIRE COMMISSION
City and County of San Francisco

SF
350
2

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

11/21/00
special
6:00 p.m.

No. 00-42

MINUTES OF THE FIRE COMMISSION

Special Meeting – Tuesday – November 21, 2000 - 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley R. Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman
Commissioner Russell S. Roeca

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DEC 11 2000

SAN FRANCISCO
PUBLIC LIBRARY

Paul J. Tabacco	- Acting Chief of Department
Bernie F. Lee	- Deputy Chief, Operations
Joseph C. Asaro	- Deputy Chief, Administration

Assistant Deputy Chiefs – Staff:

Ray Balzarini	- Division of Airports
Joanne Hayes-White	- Division of Training
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Firefighting Services:

Henry T. Smith	- Division 1 (Acting)
Robert G. Boudoures	- Division 2 (Acting)
Arthur W. Kenney	- Division 3

2. APPROVAL OF THE MINUTES

Regular Meeting of November 9, 2000, and Special Meeting of November 3, 2000.

Commissioner Norman moved and Commissioner del Portillo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through H, except for G) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Roff directed that Item G was removed from the Consent Calendar.

A. Monthly Reports

Division of Fire Prevention & Investigation

Submitting monthly report from Division of Fire Prevention & Investigation concerning activities performed during September 2000.

Division of Management Services

Submitting monthly report from Division of Management Services concerning activities performed during October 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *NOVEMBER 8, 2000:*

H3 Firefighter/Paramedic

Kevin Chocker
Michael Day
James Green
John Grimaldi
Barry Hirsch
Jonathan Huggins
Karl Jurgenson
Perry Lee
Tom Leeper
Andrew Logan
Joel Newton
Eric Nylander
Christopher Olsen
Michael Rambo
Scott Richard
Norman Rooker
Alvin Selva
Nathan Shapiro
Michael Song
Kirt Thomason
Dirk VanWaart

(Note: The above 21 H3 Firefighter/Paramedics are appointed vice self. They are currently H1 Fire Rescue Paramedics.)

Reporting the following PERMANENT EXEMPT appointment effective *NOVEMBER 13, 2000:*

1372 Special Assistant XIII

Margaret O'Sullivan (vice: Carl Koon, retired)

Temporary Appointments

Reporting having made 225 temporary appointments October 14 through October 27, 2000.

C. Military Leave

Submitting for approval application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Pampanin, Vincent Sgt. E-5	H2 FF	11-18-00 thru 11-19-00	2	US Army Res. Moffett Field, CA	Attend Active Duty Training

D. Suspension

Reporting suspension of the following:

H40 Battalion Chief Audry Lee, Battalion 5, for two days, June 26 and 27, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness & Failure to Report).

H2 Firefighter Richard Espinoza, Engine 6, for two days, August 15 and 16, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness & Failure to Report).

H2 Firefighter Kevin Martin, Engine 21, for two days, September 28 and 29, 2000, for violation of Section 3926 of the Rules and Regulations (Tardiness & Failure to Report).

H3 Firefighter/Paramedic Leon White, Medic 35, for 6 work days, December 3/4, 6/7, and 9/10, 2000, for violation of the Rules and Regulations as follows:

Section 3938 – Storage of Vehicles and Equipment on Department Premises
Section 3941 – Loss of Damage of Tools and Equipment
Section 3905 – Unfamiliarity with Rules
Section 2815 – Care and Maintenance
G.O. 00 A-56 – Security of Equipment

E. Suspension

Reporting suspension of H40 Battalion Chief Audry Lee for 60 calendar days, July 14 through September 11, 2000, for violation of the Rules and Regulations as follows:

Section 3905	Unfamiliarity with Rules
Section 3921	Inaptitude for Duty/Incompetence
Section 3922	Acts Detrimental to Welfare of Department
Section 3923	Disobedience
Section 3924	Insubordination
San Francisco Charter, Appendix A 8.400(g)	General Rules for Establishing and Paying Compensation

(Note: The above suspension concerns a formal complaint filed by Chief of Department on November 9, 1999, against Battalion Chief Audry Lee)

F. Leave of Absence

Submitting request for leave of absence with pay for Michael Taylor, Director MIS, for three days, December 6 through 10, 2000, in order to attend the National Fire Information Council (NFIC) Winter Board and Committee Meeting in Baltimore, Maryland. Transportation and lodging will be paid by NFIC. Mr. Taylor will not be replaced.

G. Accidents (Removed from Consent Calendar)

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Truck 2	00-1-071	9/15/00	619	A	File
Off: Lt. Larry Henry	Drv: FF Joseph Guttman		Tlr: FF Christopher Diaz		
Cause:	Misjudged clearance (tiller) - While making a right turn, tiller misjudged clearance and struck a stopped civilian vehicle				
Medic 14	00-1-072	10/1/00	730	A	File
Drv: FF/PM David Floersch					
Cause:	Misjudged clearance - While backing up and attempting to locate patient, Medic 14 struck a tree branch; no spotters due to emergency conditions				

Medic 18 00-1-073 10/2/00 739 C File
Drv: FF/PM Thomas Leeper
Cause: While backing up to an incident address, Medic 18 struck a civilian auto that had stopped too close to Medic 18

Division 1 00-1-074 10/10/00 408 C File
Off: T/AC Henry Smith Drv: C/A Lisa Moy
Cause: While following Eng 13 through an intersection, Div 1 was struck by a civilian Vehicle

Engine 43 00-1-075 10/11/00 583 B Bill
Off: T/Lt. Raymond Donnelly Drv: FF D Jacobsmeyer
Cause: Eng 43, while stopped at an incident, was rear ended by a civilian vehicle

Engine 40 00-1-076 10/15/00 507 B File
Off: T/Lt. Stephen Sellin Drv: FF Rebeccah Sturtz
Cause: Misjudged clearance - Due to an illegally parked truck, Eng 40 scraped a civilian vehicle while proceeding through a narrow street

Truck 2 00-1-077 10/15/00 619 A File
Off: Lt. Larry Henry Drv: FF David Thompson Tlr: FF Aisha Krieger
Cause: Misjudged clearance - Trk 2, while making a right turn, scraped an illegally parked vehicle

Medic 7 00-1-078 10/16/00 734 B Bill
Drv: F/P Bryan Hendon
Cause: Medic 7, while responding and proceeding through an intersection with a green light, was struck by a civilian vehicle which ran a red light

Engine 3 00-1-079 10/16/00 530 C File
Off: T/Lt. Donald Goggin Drv: FF Robert Muniz
Cause: Eng 3, while responding with red lights and siren, was struck by a civilian vehicle that had slowed down through the intersection

Engine 11 00-1-080 10/21/00 591 A File
Off: FF Leslie Moy Drv: FF Terry Dailey
Cause: Misjudged clearance - While responding to an incident and making a right turn, Eng 11 scraped an illegally parked vehicle

Medic 36 00-1-081 10/24/00 0 A File
Drv: FF/PM Peter Gross
Cause: Misjudged clearance - Medic 36, while responding to an incident and maneuvering through heavy traffic, struck a parked vehicle

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H. Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for October 2000:

Name of Claimant	*Claim Amount Filed/Paid*	*Accident No./Category/Unit*	*Date of Accident*
Alan Tan	$2,919.34/ 2,919.34	99-0-191/ (C) /Truck 15	03-09-00
Maria Maya	1,697.96/ 1,697.96	99-0-208/ (C) /EMS RC 2	04-08-00
Kwan Sing Lai	0/ 118.77	99-0-228/ (C) /Engine 36	05-12-00
Barbara Tomasco	1,967.10/ 2,467.10	99-0-269/ (A) /Medic 41	04-20-00
Lang Mar	4,647.93/ 2,148.84	00-1-002/ (A) /Engine 14	07-03-00
Martha Piontek	5,191.93/ 523.64	00-1-026/ (C) /Truck 7	07-11-00
Elisandro Gonzalez	2,025.00/ 674.55	00-1-029/ (A) /Engine 7	08-02-00
Aldo Parra	4,000.00/ 2,354.91	00-1-036/ (B) /ResAmb 32	08-20-00
Dalton Ward	71.00/ 71.00	Property damage	06-14-00
Emily Kacherginsky	900.92/ 799.03	Property damage	07-06-00

Commissioner del Portillo moved and Vice President Nakajo seconded. There were no questions or discussion and Items A through H except for G on the Consent Calendar were approved or ordered filed as appropriate.

G. Accidents (Item Removed)

Commissioner Norman requested further information regarding accidents and their cost to the city. She also wished to know when the Emergency Vehicle Operations Course (EVOC) training would commence. Acting Chief Paul J. Tabacco responded that a General Order asking for volunteers for the program was released in mid-November and will close on December 15th. The program will start shortly after the first of the year.

Furthermore, Commissioner Norman wished to know if the course would cover "misjudged clearance", and if the firefighters or paramedics who have a history of accidents would be required to take the course. Chief Tabacco assured Commissioner Norman that it is State-level class, which is conducted in Sacramento, and covers all facets of emergency vehicle driving including backing up, clearances, accidents and prevention procedures.

Deputy Chief Joseph Asaro added that the State class is a *train-the-trainer* course. Once the EVOC trainers return from Sacramento, training will commence not only of the individuals who have been involved in accidents but all drivers. This training will be part of battalion-based training and everyone will be given the opportunity or be required to participate.

Public Comment

John Darmanin, member of SFFD's Accident Review Board, was pleased to note that the EVOC training will commence soon. He believes it to be a good, proven program that has been used by many other fire departments. The training should have an impact on the number of accidents thereby reducing injuries to firefighters and reducing costs of apparatus

repair. Mr. Darmanin hopes that the individuals trained will be the firefighters who are the actual drivers and not just the officers.

There were no further questions or discussion and the item was unanimously adopted.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Special Award

Presenting award to Toy Program from the American Red Cross by Patti Oliver, Chair, Volunteers, American Red Cross, San Francisco County.

Ms. Patti Oliver, member, and accompanied by Ms. Jolinda Sims, President, Board of Directors, American Red Cross, San Francisco, described their partnership with the San Francisco Fire Department during times of disasters and, specifically, the new partnership developed with the Firefighters Local 798 Toy Program. The Red Cross had approached the Toy Program and requested their assistance when children where involved during a fire that demolished their home. The Toy Program provided toys which were then packaged into special bags and presented to the children at the scene of a fire, providing some small comfort during a time that is confusing and upsetting for them. In turn, Red Cross Board members wished to reciprocate and now volunteer on the first Saturday in December at the Toy Program.

Ms. Oliver stated that the Red Cross greatly values the relationship with the Toy program and hoped that it will continue for a long time. In appreciation, she presented John Voelker, Director, Toy Program, with a special award.

C. Retirement Certificates

Reporting Award of Honorable Service to the following members:

	Type of Retirement	*Years of Service*	*Retirement Date*
Captain James R. Edwards, D.O.T.	Service	36	Sep. 30, 2000
Chief's Aide Leonard E. DeStefano	Service	30	Aug. 25, 2000

Acting Chief of Department Paul J. Tabacco presented a retirement certificate to Captain James R. Edwards, Division of Training, for 36 years of service. Assistant Deputy Chief Hayes-White added that as Director of Training she has had the good fortune to have worked with Captain Edwards and has been impressed with his energy and enthusiasm for the job over a 36-year period. Captain Edwards entered the Fire Department in 1964, and having seen a lot of change, he has grown with the change. His commitment to training has served the Department well and is greatly appreciated by one and all. Captain Edwards thanked everyone and stated that they were the 36 best years of his life and wished that he could do another 30.

Acting Chief of Department Paul J. Tabacco also presented a retirement certificate to Chief's Aide Leonard DeStefano for 30 years of service. Chief's Aide DeStefano, in accepting his certificate, stated that there had been two important moments in his life – one being when he married his wife Georgia, and the other when he joined the Fire Department in 1970. He is still proud to have been a member and worked with individuals who made a great department recognized throughout the world.

President Roff wished to recognize Debra Ward, Chief Fiscal Officer, who will be leaving the department to accept a position at the Airport. President Roff indicated that he had a great deal of appreciation and respect for Ms. Ward and for the exemplary job she did at the Fire Department. He wished her all the best in her new endeavors. Chief Tabacco added his and the staff's gratitude for the outstanding assistance that she provided.

Chief Tabacco wished to apprise the Commission of a change in Public Information Officer (PIO) for the department. Lieutenant Ed Campbell, who was invaluable to him in the past few months, will be leaving his position, at his request, to return to the field. Chief Tabacco thanked Lieutenant Campbell for all his help, congratulated him on a job well done and wished him the best for the future. Chief Tabacco introduced Captain Pete Howes as the new Public Information Officer and looked forward to working with him. He noted that Captain Howes brings a fine reputation to the job.

D. Personal Services Contract

Submitted for review and approval a modification to the contract of Outtz & Associates for a job analysis for H2 Firefighter and development of a validated examination for H2 Firefighter, including scoring and analysis of test results; for a period of six months, January 1, 2002, not to extend beyond September 30, 2002, in the amount of $229,000, for a revised amount not to exceed $979,000.

Commissioner del Portillo moved and Vice President Nakajo seconded.

Chief Tabacco asked Binnie Singh, SFFD Human Resources Director, to explain the contract and respond to Commissioner's questions. Ms. Singh stated that the contract before the Commission is a modification of an existing contract with Outtz and Associates, experts in testing development, to develop an H2 exam since the H2 list will expire in 2001.

Commissioner Norman wished to know what exactly the $229,000 covered. Ms. Singh responded that it was only for the H2 Firefighter exam. Commissioner Norman asked that if the contract were revised to $979,000, what expansion in service would be expected. Ms. Singh responded that the current contract covers officer candidate development, including an H30 Captain's exam and eight job analyses, and that the only expansion in service would be the H2 exam.

President Roff explained that Dr. James Outtz, principal of Outtz and Associates, is someone with whom the Fire Department has had contractual relations in the past and who had previously assisted with testing and assuring openness and diversity in the department.

Ms. Singh asked Dave Johnson, Senior Personnel Analyst, SFFD Exam Unit, to review the contract. Mr. Johnson stated that the original contract entered into with Dr. Outtz was in 1998. It was for developing and conducting an H2 Firefighter Cadet Program, as well as for an Officer Candidate Program, an H30 exam and job analyses for eight different ranks. The modification to the contract before the Commission is to include another administration of an exam for H2 Firefighter. Mr. Johnson explained that Dr. Outtz, in the development of the original Cadet Program, performed a criteria-related validity study and also validated a

number of selection instruments. The department proposes to use these instruments and thereby save considerable development costs. Dr. Outtz proposes a $20 charge per every candidate who will be taking the exam. The department is budgeting for 11,000 candidates based on the consent decree history, number of applications received and that there is no longer a residency requirement. Mr. Johnson added that the general cost of holding an entry-level Firefighter exam would be between $180,000 and $260,000. In the past, consultants have been paid approximately $140,000 to develop the test, including video-based simulations and the job analysis, and $120,000 to administer the test. He added that the new criteria established by Dr. Outtz eliminates the simulations and saves the department considerable costs.

Public Comment

John Darmanin wished to know if the Commission had received a videotape, from a union representative, of a job-testing program that was developed in conjunction with the federal government and the International Firefighters Union. This tape showed the national procedures developed to test physical abilities of prospective candidates. Mr. Darmanin asked if this is something that will considered in the latest endeavor to establish an H2 Firefighter exam. The national procedure has been proven to be fair and job-based in terms of the different scenarios presented. Mr. Darmanin stated that as a firefighter and union member he would like an answer to this question.

Chief Tabacco responded that several employee groups have indicated their interest in this program and that he had invited all the representatives from the different employee groups to a presentation of the program on November 28th. Mr. Darmanin asked if he could attend as a private citizen. Chief Tabacco indicated no objection to this.

There were no further questions or discussion and the modification to the contract was approved on recommendation of Chief of Department.

E. Suspension Appeal Hearing

In accord with Section 4001 of the Rules and Regulations, reporting that H3 Firefighter/Paramedic Andrew Baron, Medic 35, has appealed his two-day suspension for November 5 and 6, 2000. Firefighter/Paramedic Baron was suspended for violating G.O. 00 A-56 (Security of Equipment), as posted on the agenda of 11-09-00.

The above hearing is scheduled for December 14, 2000, at 4:00 p.m.

F. Communications Received by Commission

Two communications were received by the Commission from November 3, 2000 through November 14, 2000.

G. Public Comment

John Darmanin wished to comment on two separate topics. First, he acknowledged John Volker, Director of the Toy Program for the past ten years, and noted what a difficult job it was especially September through December. It is a voluntary position supported by the department and Local 798. Mr. Darmanin believed that more recognition for the program should be forthcoming and it should be promoted throughout the community. Secondly, Mr. Darmanin wished to acknowledge Captain Russ Edwards and Operator DeStefano, with both of whom he had the pleasure to work. Mr. Darmanin noted that Captain Edwards had invaluable experience, which will not be replaceable, and he will be sorely missed.

Pete Ashen, former Red Cross Disaster Director and current editor of the St. Francis Hook and Ladder newsletter, wished to point out that the three posters he had on display in the Commission room would make excellent Christmas presents. The first is a unique 54" panoramic photo of San Francisco on April 18th right before the 1906 earthquake. The second is a full color poster of the historic firehouses of San Francisco. The third item is an 1850 membership certificate in the St. Francis Hook and Ladder. Mr. Ashen pointed out that at that time the department consisted of 350 volunteers, and the city rigs, hand-pumpers and hose carts were pulled by firefighters themselves to the scene. Mr. Ashen distributed the newly published newsletter to the Commissioners and invited the public to take a copy. The newsletter is published quarterly by St. Francis Hook and Ladder Society with the intent of maintaining the history of the San Francisco Fire Service. Mr. Ashen added that in 2006, the San Francisco Airport Museum will commemorate the 100th anniversary of the 1906 earthquake with an appropriate exhibit using pieces from the San Francisco Fire Museum.

Commissioner Norman requested an update on old Station 21, on Oak and Broderick, which was being used as a gym. Assistant Deputy Chief Gary Massetani responded that funding had been set aside to renovate the exterior. The Department of Public Works' Bureau of Architecture is finalizing the specification so that the building can match the standards of the neighborhood.

Commissioner Nakajo expressed his gratitude to the Red Cross and to the Toy Program for the services they render through their programs. He recalled, when he was 13 years old, how comforting the presence of the Red Cross had been to him and his mother when his family had been a victim of a four alarm fire.

H. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 6:50 p.m.

Tania Bauer
Secretary

FIRST BAPTIST CHURCH
INTERNATIONAL CHRISTIAN SCHOOL
22 WALLER STREET, SAN FRANCISCO, CA 94102
(415) 863-1691
Fax: (415) 863-0788

PRINCIPAL
GLEN MORRIS

October 25, 2000

San Francisco Fire Department
Attention: Fire Department Chief
698 2nd Street, Room 104
San Francisco, CA 94107

Dear Chief,

I am writing to thank you for having a Public Education department so that Inspector Kaan Y. Chin could come to our school and talk to my class of Kindergartners about fire safety. I really appreciate having someone from the fire department come to my classroom. Though some children have heard sirens and sometimes have seen fire trucks, not many have met a firefighter. Hearing about fire safety from a real firefighter made such a great impression on my students. They were very interested in learning about the protective gear firefighters wear and also how smoke detectors at home help us be safe.

Inspector Chin's informative presentation and the brochures he left to send home with my students will certainly help keep fire safety in their minds for a long time and hopefully in their actions as well. Thank you again for this valuable resource.

Sincerely,

Kathryn Woodcock

Kathryn Woodcock
Kindergarten Teacher

November 9, 2000

Honorable Willie H. Brown
Mayor, City of San Francisco
Suite 200
400 Van Ness Ave.
San Francisco, Ca. 94102

Dear Mayor Brown

On Sunday, November 5, I suffered a rapid heart beat, and my husband called 911. Within 5 minutes the Para-Medics arrived. They immediately began first aid, wrote down the proper information, and were professional, caring, and made me as comfortable as possible in transporting me to Kaiser Hospital's Emergency Room.

Brock Wells and his team gave the ER staff a rapid and complete review of my situation, and placed me in a room, making sure that I was comfortable before departing.

My husband and I are grateful for the professional service provided by Brock and his team. I hope that the City and County of San Francisco, will recognize these men (I am sure they treat everyone in the same manner), and continue to support their work financially and with the proper equipment.

Sincerely yours,

Mrs. Rogene K. Radner

(Mrs) Rogene K. Radner
405 Davis Ct. Apt. #703
San Francsico,Ca. 94111

cc: Acting Chief Paul Tabacco
c/o 698 2nd St.
San Francisco, Ca. 94111

PM Brock Wells
c/o Station 28
1814 Stockton St.
San Francisco, CA. 94133

平 園 居 民 聯 誼 會
Ping Yuen Residents Improvement Association
799 Pacific Avenue, San Francisco, CA 94133-4411
Phone: (415) 781-2860

Chief Robert Demmons
San Francisco Fire Department
San Francisco, CA 94197

November 9, 2000
698 Second Street

Dear Chief Demmons:

The Asian Firefighters Association did it again! Their members threw a Halloween Party for our children! We would like to commend on the following firefighters who have made it a memorable time for our young residents:

Mr. Paul Chin (Always there for our community!)
Ms. Patricia Yuen (Outstanding leadership!)
Ms. Carol Conley-Bodin
Mr. Ramon Chea
Mr. Marifi Esteves
Mr. Doug Manguiat
Mr. Emmon Lew
Ms. Morgan Lee
Mr. Greg Owyang
Mr. James Onoe
Ms. Mary Tse
Mr. Vincent Wong
Mr. Ricky Yee
Mr. Daisy Yu

The Fire Department is always ready to respond to our calls... including sharing your talents and having a good time with us!

Thank you and wish you all a fantastic holiday season!

Sincerely yours,

Chang Jok Lee

Chang Jok Lee
President

City and County of San Francisco Mayor's Office of Emergency Services

Willie Lewis Brown, Jr.
Mayor

Lucien G. Canton
Director

November 2, 2000

Ms. Patricia Yuen
NERT Coordinator
San Francisco Fire Department
698 Second Street
San Francisco CA 94107-2015

Dear Patty:

We did it again! Our second annual public Disaster Preparedness Fair at the Marina Green in conjunction with Fleet Week was by all accounts a big success. A hearty thanks to you and all your volunteers who invested time and energy to make the weekend possible. You never seize to amaze me with your energy, commitment, and passion for getting the word out about NERT. You are also such an inspiration in how you work with and manage volunteers. Our community is very fortunate to have you as the SFFD NERT Coordinator.

At the debrief/hotwash of the October 2000 events on Thursday, October 19th, the consensus was to participate again next year with Fleet Week. So mark your calendar now for the weekend of October 6 & 7, 2001.

Our mission in disaster preparedness is vital to our community and no one agency can do the job alone. Working together and showing the public our unity is essential – thank you for your partnership. Together we can and do make a difference!

Sincerely,

JoAnn Scordino
Community Disaster Preparedness Coordinator

cc: Chief Paul Tabacco

1011 Turk Street San Francisco, California 94102 Phone (415) 558-2700 Fax (415) 431-7500

Acting Chief Paul J. Tobacco
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

November 14,2000,

Subject: Thank you

Dear Chief Tabacco,

This is a long-overdue thank you for the work of Meibeck Chung and four of her colleagues for their part in making the kindergarten field day so successful for the children at Argonne Elementary on October 7. Thanks, too, to Lt. Juarez for managing the logistics of their participation. Meibeck did a terrific job on imparting important information while keeping 60 five-year-olds thoroughly engaged. I'm sorry to say I didn't get the station number for the four male firefighters who partiaipated as well, but they were each extremely nice to the children. Overall, I and the other parents were very impressed with the degree of enthusiasm with which the department responds to requests such as ours. Thank you, thank you. In case you ever needed anyone to attest to the usefulness of such outreach efforts, both in generating good will and, more importantly, in giving important safety information to children, please feel free to keep my name on file.

Respectfully,

Joy Zimmerman

Joy Zimmerman
1230-45th Avenue
San Francisco, CA 94122
Work: 415-615-3104

RECD - S.F.F.D.
00 OCT 26 PM 3:52
OFFICE OF CHIEF

10-23-2000

Dear Paul,

Thank you so very for sending Lieutenant Juarez with the wonderful box from the S.F. Fire Dept. I am sure the children will enjoy them and be very proud to wear them.

Again, thank you for your prompt attention to my request.

Sincerely,

Ellen Schumann

P.S. I will send some photos with the children in their hats and badges.

SF
F50
#2
12/7/00
SPECIAL

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting, Thursday, December 7, 2000 – 1:00 p.m.

698 Second Street, Room 221, San Francisco, CA 94107

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SAN FRANCISCO
PUBLIC LIBRARY

Item
No

1. **On ROLL CALL,** the following were present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo
Acting Chief of Department	Paul J. Tabacco

Also present: Jill Sprague, Deputy City Attorney, Counsel for the Fire Department
Margaret Baumgartner, Deputy City Attorney, Counsel for the Fire Commission

Thomas Norman, Counsel for Horacio Candia
Horacio Candia

2. **FORMAL HEARING AND CONTINUED COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/8/00, 7/13/00, 9/13/00, 9/14/00, 9/22/00, 9/29/00, 11/16/00 and 11/21/00).

Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3912 – Intoxicants/Drugs
Substance Policy – Employee Refusal for Drug Test
Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

1. There was no public comment pertaining to the closed session. The Commission went into closed session 1:10 p.m.

2. The Commission reconvened in open session at 2:40 p.m.

   a. Commissioner Roeca moved not to report any action taken and Commissioner del Portillo seconded. The motion was unanimously approved.

   b. Commissioner Roeca moved not to disclose any discussion held during closed session and Commissioner Norman seconded. The motion was unanimously approved.

   President Roff stated that the Commission had been advised that the Department and Chief's Aide Horacio Candia were engaged in negotiations. The Commission has put aside its deliberations and will resume them when an agreement has been reached.

   The Commission requests that the parties contact the Secretary by 5:00 p.m., December 12, 2000, and advise her of the status of negotiations, that is, whether they are progressing, stalled or agreement has been reached. At that time, the Commission will reconvene and continue its deliberations.

3. PUBLIC COMMENT

   There was no public comment.

4. ADJOURNMENT

   There being no further business, the meeting was adjourned at 5:05 p.m.

Tania Bauer, Secretary

FIRE COMMISSION
City and County of San Francisco

F
-50
2

Hadley Roff, *President*
Stephen Nakajo, *Vice President*
Carlota del Portillo, *Commissioner*
Pat Norman, *Commissioner*
Russell Roeca, *Commissioner*

2/14/00

698 Second Street
San Francisco CA 94107
Telephone 415.558.3451
Fax 415.558.3413
Tania Bauer, *Secretary*

No. 00-45

MINUTES OF THE FIRE COMMISSION

Regular Meeting – Thursday – December 14, 2000 - 6:00 p.m.
698 Second Street, Room 102

Item
No.

1. ON ROLL CALL, the following were noted present:

President Hadley R. Roff
Vice President Stephen A. Nakajo
Commissioner Carlota del Portillo
Commissioner Pat Norman

Commissioner Russell S. Roeca was excused for business reasons.

Paul J. Tabacco	- Acting Chief of Department
Joseph C. Asaro	- Deputy Chief, Administration

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JAN - 8 2001

SAN FRANCISCO
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Assistant Deputy Chiefs – Staff:

Khairul A. Ali	- Management Services
Joanne Hayes-White	- Division of Training
Daniel A. Sullivan	- Support Services
Gary P. Massetani	- Fire Prevention

Chief Officers – Firefighting Services:

George W. Maloney	- Division 1 (Acting)
James R. Cavellini	- Division 2
Lorrie A. Kalos	- Division 3

2. APPROVAL OF THE MINUTES

Special Meetings of November 21, 2000 (6:00 p.m.), and November 21, 2000 (5:00 p.m.)

Commissioner Norman moved and Commissioner del Portillo seconded. There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items A through F) constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A. Monthly Reports

Division of Training

Submitting monthly report from Division of Training concerning activities performed during November 2000.

Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, October 14 through October 27, 2000, October 28 through November 10, 2000, and November 11 through November 24, 2000.

B. Appointments

Reporting the following PROBATIONARY appointments effective *NOVEMBER 27, 2000:*

H3 Firefighter/Paramedic

Craig Johnson	Charles Baird
Gabriel Lopez	Eric White
Marc Pearson	Kenneth Dunn
Jon Sargent	Neil Hopper
Christopher Heuerman	Michael Haug
Leonard Caulder	Michael Fucciolo
Richard Gering	David Zwyer
John Hoecker	Daniel Peters
Michael Hastey	Scott Sandine
Darren Brannan	Brent Marks
Kjell Harshman	Ryan Crean
Erik Brown	Dominic Ottoboni
Peter Migale	James Selover
Jason Simmons	Steven Strong
Stephen Marcotte	Michael Ferrara
Donald Barrick	Robert Miller
Gerald Mansur, Jr.	Art Ruiz
Philip Benson	Charles Hardiman
Timothy McHale	Michael Moynihan
Bruce Fine	Matthew Schwartz
Carlos Harvey	Timothy Tiernan
Dennis Gallagher	Scott Stein
Jared Kunkel	Jeffrey Higgins
Damon O'Brien	Gregory Stangland

(Note: The above 48 H3 Firefighter/Paramedics are appointed vice Attrition Savings)

Reporting the following PROBATIONARY appointments effective *NOVEMBER 27, 2000:*

H2 Firefighter

Chris Benz	Derio Dito
Gregory McFarland	Kristen Conroy
Geary Horikiri	Daniel Dunnigan
Donna Loeffler	Mary Kucel
Adrienne Sims	Bernard Lantin
Melody Sams	Edwin Ramos
Rexie Megia	Raymond Chavez
Lori Clethen	Ronald Caditan
Mario Flaviani	Alvin Lau
Manuel Dacalanio	Seam Zamb
Joseph Beam	Anton Shelton
Matthew Egan	Brook Baker

(Note: The above 24 H2 Firefighters are appointed vice Attrition Savings)

Reporting the following PERMANENT EXEMPT appointment effective *NOVEMBER 27, 2000:*

1374 Special Assistant XV

Christine T. Ragan (vice: Debra Ward, resigned)

Reporting the following PERMANENT appointment effective *NOVEMBER 29, 2000*

1446 Secretary II

Cecile Soliai

Reporting the following PERMANENT appointment effective *DECEMBER 5, 2000:*

1446 Secretary II

Maria Mersai-Press

Reporting the following REINSTATEMENT effective *NOVEMBER 20, 2000:*

H2 Firefighter

Joshua Wilson (vice: H3 req. tx'd to H2)

Reinstatement

Reporting that the following two H1 Fire Rescue Paramedics:

Irene Ager and Steven Ager

have been reinstated to their permanent position as 2532 Paramedic, effective November 29, 2000.

Temporary Appointments

Reporting having made 230 temporary appointments October 28 through November 10, 2000, and 251 temporary appointments November 11 through November 24, 2000.

C. Retirements

Communications received from Retirement Board indicating the following members have retired:

Name	*Rank*	*Type*	*Retirement Date*
Strange, John B.	H20 Lieutenant	Service	Nov. 21, 2000
Jones, Albert P. Jr.	H2 Firefighter	Service	Nov. 11, 2000
Lesca, Charles G.	H2 Firefighter	Service	Nov. 17, 2000
Venturi, Leonard J.	H2 Firefighter	Service	Nov. 25, 2000

(Retirement Certificates will be presented at Fire Commission meeting of January 25, 2000)

D. Military Leaves

Submitting for approval applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

Name	*Rank*	*Dates*	*Days*	*Military Organization*	*Purpose*
Gadbois, Christian Sgt.	H3 FF/PM	11-30-00 thru 12-05-00	4	US Army Res. Ft. Lewis, WA	Attend Active Duty Training
Varona, Wilfredo TSGT	H2 FF	11-25-00 thru 11-30-00	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

E. Resignation

Submitting resignation of the following:

H1 Fire Rescue Paramedic Tay Carpenter, effective close of business December 4, 2000. (Resigned with satisfactory services. Transferred from DPH 07-01-97.)

1374 Special Assistant XV Debra Ward, effective close of business November 24, 2000. (Resigned in order to accept Permanent 1375 position at the Airport. Approximate length of service – two years.)

1426 Senior Clerk Typist Annie Nguy, effective close of business November 24, 2000. (Resigned in order to accept Permanent 1446 position at the Library. Started work 06-26-00.)

F. Accidents

Submitting reports and recommendations of the Accident Review Committee regarding the following accidents:

	Accident No.	*Accident Date*	*Serial No.*	*Category*	*Recommendation*
Battalion 5	00-1-082	10/8/00	914	B	Bill
Off: B/C Kirk Richardson	Drv: C/A Erick Martinez				
Cause: Batt 5 vehicle was rear ended while stopped at an intersection					
BFP	00-1-083	10/11/00	021	B	File
Drv: FSI II Glenn Alston					
Cause: Civilian vehicle, while swerving to avoid another vehicle, struck BFP vehicle					

Engine 28 00-1-084 10/23/00 597 A File
Off. Capt. Ronald Rodriguez Drv: PX Harry Yee
Cause: Misjudged clearance - PX driver struck mirror of Medic 41 while backing up

Engine 6 00-1-085 10/24/00 564 B File
Off: T/Lt. Paul Crawford Drv: FF Dennis Tracy
Cause: School bus struck door of Eng 6 which was parked at an incident

Truck 7 00-1-086 10/24/00 605 A File
Off: T/Lt. David Saitz Drv: FF Ernest Grays Tlr: FF Stephen Mcpartlan
Cause: Misjudged clearance - While backing into quarters, tiller operator struck door frame

ResAmb 38 00-1-087 10/24/00 716 A File
Drv: FF Delainya Salstrand
Cause: Misjudged clearance - While pulling onto the curb in front of the location, RA 38 struck a store awning

Rescue 1 00-1-088 10/25/00 586 B File
Off: T/Lt. Ronny Tsujimoto Drv: FF James Draper
Cause: While proceeding to an incident, Res 1 took evasive action and struck a signal light pole

ResAmb 13 00-1-089 10/26/00 714 C File
Drv: FF Annette Hobrucker
Cause: ResAmb 13 was unable to stop in time due to wet pavement and struck a civilian vehicle in the intersection

EMS RC 3 00-1-090 10/26/00 918 A File
Off: T/PM Capt. Kevin Chocker
Cause: Backing up - EMS RC 3 backed into a parked police car while exiting from a parking space

Engine 3 00-1-091 10/26/00 530 A File
Off: T/Lt. Francis Kelly Drv: FF Eric Tanimura
Cause: Misjudged clearance - Eng 3, while backing into quarters, backed into Trk 3; spotters were posted but not properly positioned

Medic 3	00-1-092	10/27/00	735	A	File

Drv: FF/PM Dan Martino

Cause: Misjudged clearance - Medic 3, while backing into Station 3, struck air chuck unit on wall of station.

Medic 5	00-1-093	10/27/00	737	A	File

Drv: FF Michael Beere

Cause: Misjudged clearance - While turning into hospital emergency entrance, Medic 5 struck a parked vehicle

ResAmb 13	00-1-094	10/27/00	714	B	Bill

Drv: FF Teresa Juergens

Cause: ResAmb 13, while proceeding through an intersection against a red light, was struck by a delivery truck

Engine 39	00-1-095	10/27/00	592	B	File

Off: Lt. David Dryden Drv: FF Alan Harvey

Cause: While parked at an incident, Eng 39 was lightly struck by a civilian vehicle

Engine 39	00-1-096	10/29/00	592	A	File

Off: Lt. Leslie Steinhoff Drv: FF Edgar Covarrubias

Cause: Misjudged clearance - Eng 39 lightly grazed side of civilian vehicle due to narrowness of street

Engine 14	00-1-097	10/29/00	528	A	File

Off: Lt. John Hanley Drv: FF George Nonomura

Cause: Misjudged clearance - Eng 14, struck the mirror of a parked civilian vehicle

Rescue 1	00-1-098	10/31/00	869	A	File

Off: Lt. Patrick Gardner Drv: FF Britton Smith

Cause: Misjudged clearance - While travelling down a narrow alley and attempting to avoid a tar pot, Res 1 struck a parked vehicle

Truck 18	00-1-099	11/1/00	615	A	File

Off: Lt. Walter Batiste Drv: PX Kendrick Low Tlr: PX OJ Leonardo

Cause: During training operation in Hunters Point Shipyard, tiller operator oversteered apparatus and struck a pole

Engine 2	00-1-100	11/3/00	529	C	File

Off: Lt. Edward Moy Drv: FF Eugene Murphy

Cause: Misjudged clearance - While responding to an incident, Eng 2 scraped the rear of a mini van in narrow street

Engine 44	00-1-101	11/4/00	506	B	File

Off: Lt. Thomas Abbott Drv: FF Daniel Garibaldi

Cause: Failure to yield - While responding with red lights and siren, Eng 44 was struck by a civilian vehicle which failed to heed right of way

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

Commissioner del Portillo moved and Commissioner Norman seconded. There were no questions or discussion and Items A through F on the Consent Calendar were approved or ordered filed as appropriate.

4. REGULAR CALENDAR – NEW BUSINESS

A. Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance, emergencies, or training.

President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

B. Chief of Department's Monthly Report

Submitted monthly report from Chief of Department on monthly status of department personnel, equipment and apparatus for November 2000.

Commissioner del Portillo moved and Commissioner Norman seconded.

Chief Tabacco informed the Commission that he had transmitted a draft for their review of the updated Career Track System. Additionally, he apprised the Commission of an open house held at Treasure Island on December 5, 2000, coordinated by Assistant Deputy Chief Joanne Hayes-White, for state-wide training officers to view the training facility.

Chief Tabacco welcomed Christine Ragan, the Budget Analyst, to the Fire Department. Ms. Ragan has replaced Debra Ward, who had accepted a position at the Airport. He noted that Ms. Ragan was already deeply involved in the current budget process.

In closing, Chief Tabacco related to the Commission that a recruitment plan was being developed for the upcoming entrance examination and a draft will be available for their review in early January. Chief Tabacco requested that Binnie Singh, SFFD Human Resources Director, respond to the Commissioner's questions regarding length of the recruitment period and size of applicant pool.

Ms. Singh wished to provide some background information on recruitment and the consent decree. She noted that under the consent decree a residency requirement was allowed, and of the 7,000 individuals that applied for a one-day exam, an estimated 1,000 applicants

would make the list. Without the residency requirement, Ms. Singh believes that there will be approximately 20,000 applicants from across the state and the nation. The Department is currently reviewing the best method of recruiting while working within the constraints of Prop 209. Since the recent State Supreme Court decision supporting Prop 209 in the San Jose case, the Department has worked carefully in this area, with advice from the City Attorney's Office, in order to enlist as many people as possible without violating any laws. Ms. Singh stated that the Department's employee organizations are already assisting in this matter. In closing, Ms. Singh related that historically the Department has widely advertised in community newspapers and worked with community groups throughout the city. Commissioner del Portillo requested that she be apprised of the status of these various efforts.

Commissioner Norman wished for a clarification of the involvement of the employee groups. Ms. Singh related that the groups would be assuming some of the responsibility for reaching out and recruiting individuals from specific communities. She noted that the Department may target bilingual skills and focus on recruiting EMT's and Paramedics and still remain in compliance with Prop 209. Furthermore, the use of a Department produced video provides answers to many questions that interested individuals have regarding the actual work and the experience of living in a firehouse. Commissioner Norman noted that she has seen little or no recruiting effort directed to the Native American population of the Bay Area. Ms. Singh stated that she would take this into account.

Commissioner Nakajo recalled the successful recruiting drive in the Japanese American community staged at the Japanese Community Cultural Center that drew 200 people, encompassing a wide gamut of diversity. He believed that working together with employee organizations, officers from the department and Commissioners in their respective communities was an effective way to get the message out.

Commissioner del Portillo noted that Prop 209 need not be an obstacle in San Francisco since currently 89% of the children enrolled in the public schools are children of color. This diversity is also reflected at City College and San Francisco State, and even at the University of San Francisco, a private school. She believes that the Department must get the message out convincing individuals that it is lucrative and prestigious to be a firefighter while adding to the common good. Commissioner del Portillo did not believe that Prop 209 will be a challenge since the Department wants the best, who must still pass their tests, regardless of color or creed.

Commissioner Norman wished a clarification of the non-residency requirement. John Cooper, Deputy City Attorney, responded that the California Constitution prohibits geographic residence requirements for government jobs. Case law indicates only a few cases where a residence restriction was allowed to stand. San Leandro has such a restriction and all existing firefighters are required to live within that area. Mr. Cooper stated that there are numerous issues involved in a residence requirement; instituting one could proof of little benefit to San Francisco, when, for instance, 35 new recruits were required to live in San Francisco and a large per cent of the experienced workforce was found to be living far outside the city. In closing, Mr. Cooper noted that some mileage restrictions have been upheld by the courts in a few cases, but only the Board of Supervisors could put such restrictions in place. Mr. Cooper will further investigate this issue.

There were no further questions or discussion and the monthly report of Chief of Department was approved.

C. Suspension Appeal Hearing

In accord with Section 4001 of the Rules and Regulations, reporting that H2 Firefighter Manuel Alvarenga, Truck 14, has appealed his six work days suspension for the period November 18/19, 21/22, and 24/25, 2000. Firefighter Alvarenga was suspended for violating the Rules and Regulations as posted on the agenda of 11-09-00, as follows:

Section 3905 – Unfamiliarity with Rules
Section 3201 – Conforming
Section 3204 – Uniform Off Duty
Section 1402 – Rules and Regulations, Orders
Section 3907 – Unauthorized Use of Authority of Uniform
Section 3922 – Acts Detrimental to Welfare of Department

The above hearing is scheduled for January 11, 2000, at 4:00 p.m.

D. Suspension Appeal Hearing

In accord with Section 4001 of the Rules and Regulations, reporting that H1 Fire/Rescue Paramedic Susan Berry, Medic 15, has appealed her six work days suspension for the period November 18/19, 21/22, and 24/25, 2000. Paramedic Berry was suspended for violating the Rules and Regulations as posted on the agenda of 11-09-00, as follows:

Section 3938 – Storage of Vehicles and Equipment on Department Premises
Section 3941 – Loss of Damage of Tools and Equipment
Section 3905 – Unfamiliarity with Rules
Section 2815 – Care and Maintenance
G.O. 00 A-56 – Security of Equipment

The above hearing is scheduled for January 11, 2000, at 5:00 p.m.

E. Suspension Appeal Hearing

In accord with Section 4001 of the Rules and Regulations, reporting that H3 Firefighter/Paramedic James App, Medic 3, has appealed his two-day suspension for November 5 and 6, 2000. Firefighter/Paramedic App was suspended for violating Section 3002 of the Rules and Regulations (Inspection after Roll Call), as posted on the agenda of 11-09-00.

The above hearing is scheduled for January 25, 2000, at 4:00 p.m.; but was part of a pre-hearing conference held today at 4:00 p.m.

F. Communications Received by Commission

Three communications were received by the Commission from November 15, 2000 through December 7, 2000.

G. Public Comment

President Roff announced that with a new year approaching, the Commission is planning to draft an *Annual Statement of Purpose*, which is required by the Charter and which sets forth the goals and objectives for the Department. The *Statement* will be presented and discussed at the Commission's regular meeting on January 25th. In closing, President Roff wished everyone very happy holidays.

H. Adjournment

There being no further business to come before the Commission, the meeting was adjourned at 7:10 p.m.

Tania Bauer
Secretary

St. Gabriel Church
2559 40th Avenue • San Francisco, CA 94116 • (415) 731-6161

November 27, 2000

Honorable Fire Commission
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107-2015

I write to express deep thanks for a job well done at St. Gabriel's Church on Saturday, November 11, 2000. We experienced a serious water overflow problem in the sacristy and basement areas of the Church. Truck 18 responded to our call for help. They removed all water in a very short time. Without their assistance I do not know how we could have gone about cleaning up the areas of the Church that were flooded. I was most impressed by their care, concern for Church property and so efficient work.

On behalf of the St. Gabriel's Church community I thank the San Francisco Fire Department for all the help given. In particular I thank those on Truck 18 from the Firestation on 32nd Avenue that day, T/CT Raymond Donnelly, John Skance, John Walters, Robert Schaadt and Arnold Choy. May they and all who serve the community through the San Francisco Fire Department enjoy many blessings in this holiday season.

Sincerely,

John Ryan

Fr. John Ryan
Pastor

KIMOCHI

CONTINUING THE JAPANESE TRADITION
OF CARE AND SUPPORT FOR SENIORS

November 28, 2000

Acting Chief Paul J. Tabacco
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

Dear Acting Chief Tabacco:

Kimochi, Inc. thrives on the tremendous support we receive from our community. On Friday, November 24th, members of the S.F.F.D. graciously donated their time to help our senior lunch program. Here's a list of volunteers:

- John Choy
- Mary Tse
- Will Yeung
- Patricia Yuen

Please accept our heartfelt thanks for your continued support of our agency and best wishes for a joyous holiday season!

Sincerely,

Steve Nakajo, M.S.W.
Executive Director

Kimochi, Inc.
1715 Buchanan Street
San Francisco, CA 94115

- *Administration*
  (415) 931-2294
  Fax (415)931-2299
- *Senior Central*
  (415) 567-3900
- *Social Service*
  (415) 931-2275
- *Transportation*
  (415) 931-2275
- *In-Home Supportive Serv.*
  (415) 931-2275

Kimochi Home
1531 Sutter Street
San Francisco, CA 94109
(415) 922-0972
Fax (415) 922-6821

- *Adult Social Day Care*
- *Residential Care*
- *Respite Care*

Kimochi Senior Center
1840 Sutter Street
Issei Memorial Hall
San Francisco, CA 94115
(415) 931-2287

- *Nutrition*
- *Home Delivered Meals*
- *Senior Center Activities*

Kimochi Lounge
1581 Webster Street #202
San Francisco, CA 94115
(415) 563-5626

- *Volunteer Services*

ADVANCE PLEATING & BUTTON CO.

Designers & Creators of Textile Trimmings

November 15, 2000

Chief of Department
San Francisco Fire Commission
698 Second Street
San Francisco, California 94107

Dear Sir:

On Sunday, November 12, 2000, at approximately 5:00 p.m., I needed the services of an ambulance for transport to the University of California San Francisco Medical Center on Parnassus Street.

Paramedics Virginia Dudley and Kyle Merkins of Medic Unit 14 were dispatched to my home. I would like to commend these two fine paramedics for the skillful, courteous, and compassionate way in which they handled my interim medical care.

Please extend my gratitude and heartfelt appreciation to these wonderful professionals for the excellent care they are providing to the citizens of San Francisco.

Sincerely,

Theodore Cruz

750 FLORIDA STREET • SAN FRANCISCO, CA 94110 • PHONE 648-3111

SAINT ANNE'S HOME

LITTLE SISTERS OF THE POOR

300 LAKE STREET

SAN FRANCISCO, CA 94118-1357

Telephone 415-831-0941 Beeper 415-607-8562 FAX 415-751-1423

November 27, 2000

Dear Chief Tobacco,

Just short note to thank the crew of the SFFD Fireboat #1 who wee most kind to some of the elderly residents of St Anne's Home by giving them a most enjoyable time when they visited the house.

Continued blessings on you and on your staff for your many acts of kindness to me. I hope your present work may become permanent. My best to the great young lieutenant in your office.

Twigg

Chaplain

FEDERAL PROTECTIVE SERVICE DIVISION
SOUTHERN FIELD OPERATIONS, (9PSL)
300 NORTH LOS ANGELES STREET, ROOM # 2335
LOS ANGELES, CALIFORNIA 90012

November 17, 2000

MEMORANDUM FOR: Section Chief Bob Navarro

FROM: Carlos L. Vazquez, Police Officer/WMD Instructor

SUBJECT: Domestic Preparedness Course

I appreciate you assisting me and the United States GSA-Federal Protective Service Police in the recent **Domestic Preparedness Course.** Your portion of the class was excellent. The ICS scenario was superb. Please also thank your partner for me who played the role of the PIO. I look forward in having another Domestic Preparedness Course with you in San Francisco for the Federal Protective Service in the near future.

Thank you,

Carlos L. Vazquez

Federal Recycling Program Printed on Recycled Paper

November 28, 2000

Paul J. Tabacco
Acting Chief of Department
698 Second Street
San Francisco, CA 94107

Dear Chief Tabacco:

On October 12, 2000, approximately midnight, there was a family emergency. I called 9-1-1- and the dispatcher stated the ambulance was in route, which would be 3 ½ minutes, but I heard the siren while we were talking. A team of firefighters and paramedics arrived at my home shortly thereafter, and took excellent care of my mother. They were competent, careful, concerned and courteous at all times, which I appreciated. They also provided excellent care on the trip to the hospital.

My Mom was diagnosed with an ulcer. She went home three days later. Today, she feels wonderful. She has a couple more treatments and she should be fine.

I work with the S.F.F.D., Human Resources Division, Secretary to the Human Resources Director, and I would like to acknowledge Medic 17 in their fast and efficient response in the medical care they gave my Mom. It's nice to see and experience, first-hand, the excellent services the Department provides to its citizens.

On behalf of my family, I want to let you know you have a fine team working in the field, in your paramedic ranks. Please extend our appreciation to Paramedic Jose Valencia and Paramedic Peter Li.

Sincerely,

Cecile Soliai

Cecile Soliai

DEPARTMENT OF BUILDING INSPECTION

City & County of San Francisco
1660 Mission Street, San Francisco, California 94103-2414

November 21, 2000

Acting Chief Paul Tabacco
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Tabacco:

I am writing to commend Lieutenant Fernando Juarez of your Office of Community Affairs on his presentations of November 7th and 8th to the Department of Building Inspection. All employees I talked to praised the Lieutenant for his highly effective presentation of very vital emergency information. His use of very informative visual aids and clear presentation were real attention-getters for all who attended his classes.

On behalf of the Department of Building Inspection, our sincere thanks to your Department and Lieutenant Juarez for an excellent job; he really made this vitally important subject come alive!

Thank you,

Frank Y. Chiu, C.B.O.
Director

cc: Lieutenant Fernando Juarez
Office of Community Affairs
S.F. Fire Department
698 -2nd Street
S.F., CA 94107

90 Lomita Avenue
San Francisco, CA 94122-3546

December 1, 2000

Paul J. Tabacco
Acting Chief of Department
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107-2015

Dear Mr. Tabacco,

I wish to express my support and thanks for the San Francisco Fire Department's Neighborhood Emergency Response Team (NERT) training. I successfully finished the recent training at City College last week and the experience was phenomenal. Greg Owyang, Ed Chu and Vince Nolan are just some of the firefighters I would like to thank personally. They taught the curriculum in a truly informative and professional manner.

The instructors, demonstrations and hands on practical training were thoroughly invaluable. To quote Patricia Yuen of the S.F.F.D. "NERT members are just extraordinary people who have taken the responsibility to learn the basic skills to be self-sufficient for 72 hours after a disaster, when city emergency services will be overwhelmed. In other words, while others rely on the government to help immediately after a disaster, N.E.R.T.'s are prepared to be self-reliant. They are leaders in their community, taking responsibility for the safety of themselves and their families first, and then working to help their neighborhoods."

Because of this, I believe the program should be continually funded and should be given full political support. It is imperative that the citizens of San Francisco be prepared. NERT training goes a long way in making sure that goal is achieved.

The NERT motto is "*DO THE MOST GOOD FOR THE MOST PEOPLE* ". In order to do the most good for the most people, we need your constant support for this program.

Sincerely,

Eugene Lee

Eugene Lee

SF
:50
•2
2/21/00
Special

SAN FRANCISCO FIRE COMMISSION

MINUTES OF THE FIRE COMMISSION

Special Meeting Thursday, December 21, 2000 – 9:00 a.m.

698 Second Street, Room 221, San Francisco, CA 94107

Item
No

1. On **ROLL CALL,** the following were present:

President	Hadley R. Roff
Vice President	Stephen A. Nakajo
Commissioner	Russell S. Roeca
Commissioner	Pat Norman
Commissioner	Carlota del Portillo
Acting Chief of Department	Paul J. Tabacco

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Also present: Thomas F. Norman, Co-Counsel for Horacio Candia
Lawrence Murray, Counsel for Horacio Candia
Marie Blits, Counsel for the Fire Commission
Chief's Aide Horacio Candia

2. **FORMAL HEARING AND CONTINUED COMMISSION DELIBERATIONS ON A FORMAL COMPLAINT FILED BY CHIEF OF DEPARTMENT AGAINST HORACIO CANDIA** (Continued from Meetings of 5/25/00, 6/22/00, 7/13/00, 9/13/00, 9/14/00, 11/16/00, 11/21/00 and12/7/00).

Formal hearing concerning the formal complaint filed by Robert L. Demmons, Chief of Department, against Chief's Aide Horacio Candia, dated May 16, 2000, for violation of the Rules and Regulations as follows:

Section 3912 – Intoxicants/Drugs

Substance Policy – Employee Refusal for Drug Test

Any refusal to be tested will be considered an admission to the use of an illegal/controlled substance and/or being under the influence or consuming alcohol on duty. Upon refusal the member will be immediately suspended or recommended for termination.

This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957.

2.1. Public Comment on Closed Session for Commission Deliberations under Government Code 54957

There was no public comment on the Closed Session

2.2. Vote on whether to hold Closed Session

Commissioner Roeca moved to hold Commission deliberations in closed session. Commission del Portillo seconded. The motion was unanimously approved.

The Commission went into closed session at 9:35 a.m.

2.3. Reconvene in Open Session

The Commission reconvened in open session at 10:25 a.m.

a. Vote whether to report on action taken in Closed Session, pursuant to Government Code Section 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.12(b).

Commissioner Roeca moved and Commissioner Norman seconded to report on action taken in closed session. The motion was unanimously approved.

President Roff declared that after considerable deliberation, the Commission, by a vote of four to one, finds Chief's Aide Horacio Candia guilty as charged and adopts the recommendation of the Chief of Department for termination.

The Commission requested that Counsel for the Fire Department draft *Proposed Findings of Fact* and review them with Mr. Candia's counsel. The Commission requested that as many disputed items as possible be resolved between parties prior to the document being considered and adopted by the Commission. Furthermore, should Mr. Candia's counsel dispute any of the findings, he is requested to submit his objections at the same time the *Proposed Findings of Fact* are presented to the Commission. The Secretary will notify the respective parties of the date for submittal.

The Secretary requested that the Commission confirm its four to one decision. The Commission unanimously confirmed the decision.

b. Vote whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.12(a).

Commissioner Roeca moved not to disclose any discussions held during the closed session and Commissioner Nakajo seconded. The motion was unanimously approved.

3. PUBLIC COMMENT

There was no public comment

4. ADJOURNMENT

There being no further business before the Commission, the special meeting was adjourned at 10:30 a.m.

Tania Bauer
Secretary